

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 161 - 2023**

*A resolution authorizing a general wage increase for non-bargaining employees*

**WHEREAS**, the Board of Okanogan County Commissioners has the authority to approve periodic adjustments to the non-bargaining pay plan; and


**WHEREAS**, the County recognizes the value of adopting a pay plan that promotes the recruitment and retention of employees.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that effective December 21, 2023, the non-bargaining pay scale shall receive an increase of 5% to the base wages (Attachment A) hereby adopting a new classification plan.

**BE IT FURTHER RESOLVED** this resolution shall not change or limit other benefits not listed that covered employees currently have through their employment with the County.

**DATED** at Okanogan, Washington this 21 day of November, 2023.

**ATTEST:**

The seal is circular with a dotted border. Inside the border, the words "OKANOGAN COUNTY COMMISSIONERS" are written in a circle. In the center, the word "SEAL" is written in large, bold, capital letters. Below the seal, there is a signature in blue ink.

\_\_\_\_\_  
Laleña Johns, Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS  
OKANOGAN, WASHINGTON**

A handwritten signature in blue ink, appearing to read "Chris Branch".  
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Chris Branch, Chairman

A handwritten signature in blue ink, appearing to read "Andy Hover".  
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Andy Hover, Member

A handwritten signature in blue ink, appearing to read "Jon Neal".  
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Jon Neal, Member

# NON-BARGAINING EMPLOYEES

## 2024 PAY CLASSIFICATION PLAN

Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
	Juv CorrectionsTransport (Temp)	\$18.9200per hour				
11	Clerk II	2895	3040	3192	3352	3520
	Custodian	16.7020	17.5385	18.4154	19.3385	20.3077
12	Veteran's Relief Assistant	3026	3177	3336	3503	3678
	Clerk III	17.4577	18.3289	19.2462	20.2097	21.2193
	Collections Coordinator					
14	Administrative Secretary	3177	3336	3503	3678	3862
	Administrative Services Officer II	18.3289	19.2462	20.2097	21.2193	22.2808
	Maintenance Technician					
	Senior Clerk					
16	Administrative Support Spec (EM)	3336	3503	3678	3862	4055
	Veteran's Service Officer	19.2462	20.2097	21.2193	22.2808	23.3943
	Administrative Secretary/Commissioners					
	Administrative Assistant Building					
	Permit Technician Building					
18	Judicial Assistant	3503	3678	3862	4055	4258
	Planner I	20.2097	21.2193	22.2808	23.3943	24.5654
	Maintenance Coordinator					
20	Planner II	3678	3862	4055	4258	4471
	Maintenance Supervisor	21.2193	22.2808	23.3943	24.5654	25.7943
	Field Technician I					
21	Building Inspector II	3771	3960	4158	4366	4584
	Planner III	21.7558	22.8462	23.9885	25.1885	26.4462
22	Court Interpreter Coordinator	3864	4057	4260	4473	4697
	Functional FTP Coordinator	22.2924	23.4058	24.5770	25.8058	27.0981
	Judicial Assistant II					
	Field Technician II					
24	Deputy Clerk of the Board	4057	4260	4473	4697	4932
	Building Inspector I	23.4058	24.5770	25.8058	27.0981	28.4539
	Field Technician III					
25	GIS Analyst (Planning)	4159	4367	4585	4814	5055
	Senior Planner	23.9943	25.1943	26.4520	27.7731	29.1635
	Lead Field Technician					



Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
26	GIS Coordinator (Planning)	4262	4475	4699	4934	5181
	Deputy Clerk of Board II	24.5885	25.8174	27.1097	28.4654	29.8904
27	Human Resources Analyst	4381	4600	4830	5072	5326
	Lead Field Technician	25.2750	26.5385	27.8654	29.2616	30.7270
28	Functional Family Therapy Pro Coord	4514	4740	4977	5226	5487
		26.0424	27.3462	28.7135	30.1501	31.6558
29	Senior Plans Examiner	4626	4857	5100	5355	5623
		26.6885	28.0212	29.4231	30.8943	32.4404
30	Admin Services Manager (Juvenile)	4752	4990	5240	5502	5777
	Dependency Services Manager (Juvenile)	27.4154	28.7885	30.2308	31.7424	33.3289
	Administrative Assistant (Prosecutor)					
	Office Manager (Public Works)					
	IT Support Technician					
30a	Operations Support Specialist	5892	Hourly	33.9923		
31	Treatment Services Manager (Juvenile)	4933	5180	5439	5711	5997
	Assistant Manager (Noxious Weed)	28.4597	29.8847	31.3789	32.9481	34.5981
	Field Supervisor (Noxious Weed)					
32	Finance Manager/Supervisor	5080	5334	5601	5881	6175
		29.3077	30.7731	32.3135	33.9289	35.6251
34		5390	5660	5943	6240	6552
		31.0962	32.6539	34.2866	36.0001	37.8001
36	Probation Manager (Juvenile)	5716	6002	6302	6617	6948
	Detention Services Manager	32.9770	34.6270	36.3578	38.1751	40.0847
	Senior Communications Technician					
	Network Analyst					
37	Road Maint Manager (Public Works)	5889	6183	6492	6817	7158
	Systems Administrator	33.9751	35.6712	37.4539	39.3289	41.2962
38	Court Interpreter	6066	6369	6687	7021	7372
		34.9962	36.7443	38.5789	40.5058	42.5309
39	Capital Projects Manager (Public Works)	6218	6529	6855	7198	7558
		35.8731	37.6674	39.5482	41.5270	43.6039
49	DPA I	7951	8349	8766	9204	9664
		45.8712	48.1673	50.5731	53.1000	55.7539

53	DPA II	8769	9207	9667	10150	10658
		50.5904	53.1173	55.7712	58.5577	61.4885
57	DPAIII	9659	10142	10649	11181	11740
		55.7250	58.5115	61.4366	64.5058	67.7308
59	Chief Criminal Deputy (Prosecutor)	10141	10648	11180	11739	12326
	Chief Civil Deputy (Prosecutor)	58.5058	61.4308	64.5000	67.7250	71.1116
	<b>ELECTED OFFICIALS</b>					
	Assessor/Treasurer/Auditor/Clerk/Coroner	7246				
	Sheriff	9344				
	Prosecutor	14,084				
	Commissioner Districts 1, 2 & 3	7246				
	<b>CONTRACT EMPLOYEES/DEPARTMENT HEADS</b>					
	Building Official	7626				
	Planning Director	8685				
	Central Services Director	8271				
	County Engineer	11,376				
	Human Resources Dir/Risk Manager	7875				
	Juvenile Services Director/Court Admin	10163				
	Medical Services Officer (Jail)	6986				
	Noxious Weed Control Manager	7626				
	Emergency Management Director	8388				
	Fairgrounds Facility Manager	5778				
	Therapeutic Court Coordinator	5213				
	RN Nurse Care Manager (Hourly)	\$50.28				
	<b>SHERIFF ADMIN STAFF - COMMISSIONED</b>					
	Undersheriff	8985				
	Chief Criminal Deputy	8639				
	Chief Support Deputy	8639				
	Chief Civil Deputy (Sheriff)	8639				
	Chief Corrections Deputy	8639				
	<b>ELECTED OFFICIAL'S CHIEF DEPUTIES</b>					
	Chief Deputy Treasurer	6159				
	Chief Deputy Auditor	6159				
	Chief Deputy Clerk	6159				
	Chief Deputy Assessor	6159				
	Chief Deputy Coroner	6159				
	<b>APPOINTED ADMINISTRATION</b>					
	Clerk of the Board-Commissioners	5867				
	District Court Administrator	6720				
	Longevity					
	Amended 2024	AFTER	AFTER	AFTER	AFTER	AFTER
		7 Years	10 Years	15 Years	20 Years	25 Years
		Service	Service	Service	Service	Service
		2.00%	3.00%	4.00%	5.00%	6.00%