

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 172 - 2021

A resolution authorizing the restructure of the non-bargaining pay scale

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

WHEREAS, some skilled positions need to be reclassified within the non-bargaining pay scale to bring better parity between grades and positions; and

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

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that effective December 21, 2021, the following positions within the non-bargaining pay scale be reclassified:

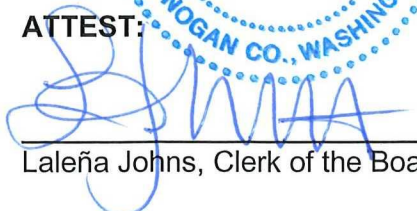
Position(s)	Current Grade	New Grade
Clerk III	10	12
Veterans Services Officer	10	12
Administrative Secretary	12	14
Building & Grounds Maintenance Tech.	12	14
Maintenance Technician	12	14
Temp Maintenance Technician/Fac.	12	14
Admin Services Manager	29	30
Administrative Assistant (Prosecutor)	29	30
Dependency Manager (Juvenile)	29	30
Detention Manager (Juvenile)	29	30
Facilities/Event Coordinator	29	30
IT Support Technician	29	30
Officer Manager (Public Works)	29	30

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 20th day of December, 2021.



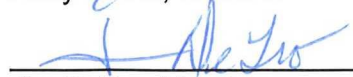
ATTEST:


Laleña Johns, Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**


Chris Branch, Chairman


Andy Hover, Member


Jim DeTro, Member

NON-BARGAINING EMPLOYEES

Updated 2022 PAY CLASSIFICATION PLAN

Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
	Juv CorrectionsTransport (Temp)	\$17.4900 per hour				
10	Clerk II	2512	2638	2770	2909	3054
	Custodian	14.4923	15.2193	15.9808	16.7827	17.6193
12	Administrative Services Officer I	2638	2770	2909	3054	3207
	Clerk III	15.2193	15.9808	16.7827	17.6193	18.5020
	Veteran's Relief Assistant					
	Collections Coordinator					
14	Administrative Secretary	2770	2909	3054	3207	3367
	Administrative Services Officer II	15.9808	16.7827	17.6193	18.5020	19.4250
	Maintenance Technician					
	Senior Clerk					
16	Administrative Support Spec (EM)	2909	3054	3207	3367	3535
	Veteran's Service Officer	16.7827	17.6193	18.5020	19.4250	20.3943
	Field Technician I					
	Pest Control Agent					
	Administrative Assistant Building					
	Permit Technician					
18	Deputy Clerk of the Board	3054	3207	3367	3535	3712
	Judicial Assistant	17.6193	18.5020	19.4250	20.3943	21.4154
	Planner I					
	Fairgrounds Maintenance Coordinator					
	Field Technician II					
20	Building Inspector I	3207	3367	3535	3712	3898
	Maintenance Supervisor	18.5020	19.4250	20.3943	21.4154	22.4885
	Planner II					
	Field Technician III					
21	Building Inspector II	3287	3451	3624	3805	3995
	Planner III	18.9635	19.9097	20.9077	21.9520	23.0481
22	Court Interpreter Coordinator	3369	3537	3714	3900	4095
	Functional FTP Coordinator	19.4366	20.4058	21.4270	22.5000	23.6250
24	Superior Court Administrator	3537	3714	3900	4095	4299
		20.4058	21.4270	22.5000	23.6250	24.8020

Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
25	GIS Analyst (Planning)	3625	3806	3996	4196	4406
	Plans Examiner	20.9135	21.9577	23.0539	24.2077	25.4193
	Lead Field Technician					
26	GIS Coordinator (Planning)	3716	3902	4097	4302	4734
		21.4385	22.5116	23.6366	24.8193	27.3116
27	Human Resources Analyst	3819	4010	4212	4421	4644
		22.0327	23.1347	24.3000	25.5058	26.7924
28	Functional Family Therapy Pro Coord	3935	4132	4338	4555	4783
		22.7020	23.8385	25.0270	26.2789	27.5943
29	Senior Plans Examiner	4033	4235	4447	4669	4902
		23.2674	24.4327	25.6558	26.9366	28.2808
30	Admin Services Manager (Juvenile)	4142	4349	4566	4794	5034
	Dependency Services Manager (Juvenile)	23.8962	25.0904	26.3424	27.6577	29.0424
	Detention Services Manager (Juvenile)					
	Administrative Assistant (Prosecutor)					
	Office Manager (Public Works)					
	IT Support Technician					
31	Probation Manager (Juvenile)	4300	4515	4740	4978	5226
	Assistant Manager (Noxious Weed)	24.8077	26.0481	27.3462	28.7193	30.1501
	Field Supervisor (Noxious Weed)					
	Treatment Services Manager (Juvenile)					
32	District Court Deputy (Prosecutor)	4429	4650	4883	5127	5384
	Finance Manager/Supervisor	25.5520	26.8270	28.1712	29.5789	31.0616
34		4699	4933	5181	5439	5711
		27.1097	28.4597	29.8904	31.3789	32.9481
36	Juvenile Deputy (Prosecutor)	4984	5233	5494	5770	6061
	Emergency Manager	28.7539	30.1904	31.6962	33.2885	34.9674
	Senior Communications Technician					
	Network Analyst					
37	Support Enforcement Deputy (Prosecutor)	5134	5391	5660	5943	6240
	Systems Administrator	29.6193	31.1020	32.6539	34.2866	36.0001
	Road Maint Manager (Public Works)					
38	Felony Deputy (Prosecutor)	5288	5552	5830	6121	6428
		30.5078	32.0308	33.6347	35.3135	37.0847
45	Chief Criminal Deputy (Prosecutor)	6625	6916	7221	7538	7870
	Chief Civil Deputy (Prosecutor)	38.2212	39.9001	41.6597	43.4885	45.4039

	ELECTED OFFICIALS				
	Assessor	6656			
	Treasurer	6656			
	Auditor	6656			
	Clerk	6656			
	Sheriff	8419			
	Prosecutor	13333			
	Coroner	6656			
	Commissioner Districts 1 & 2	6656			
	Commissioner District 3	5700			
	CONTRACT EMPLOYEES/DEPARTMENT HEADS				
	Building Official	6648			
	Planning Director	7572			
	Central Services Director	6311			
	County Engineer	9500			
	Human Resources Dir/Risk Manager	7105			
	Juvenile Services Director/Court Admin	8860			
	Medical Services Officer (Jail)	6090			
	Noxious Weed Control Manager	6648			
	Emergency Management Director	7314			
	SHERIFF ADMIN STAFF - COMMISSIONED				
	Undersheriff	8095			
	Chief Criminal Deputy	7784			
	Chief Support Deputy	7784			
	Chief Corrections Deputy	7784			
	ELECTED OFFICIAL'S CHIEF DEPUTIES				
	Clerk of the Board-Commissioners	5116			
	Chief Deputy Treasurer	5116			
	Chief Deputy Auditor	5116			
	Chief Deputy Clerk	5116			
	Chief Deputy Assessor	5116			
	Chief Civil Deputy (Sheriff)	5116			
	District Court Administrator	5116			
			Longevity		
		AFTER	AFTER	AFTER	AFTER
		7 Years	10 Years	15 Years	20 Years
		Service	Service	Service	Service
		2.0%	2.5%	4.0%	4.5%