

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 180 - 2020**

*A resolution authorizing 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 last general wage increase authorized for Non-Bargaining employees was in 2016; and

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

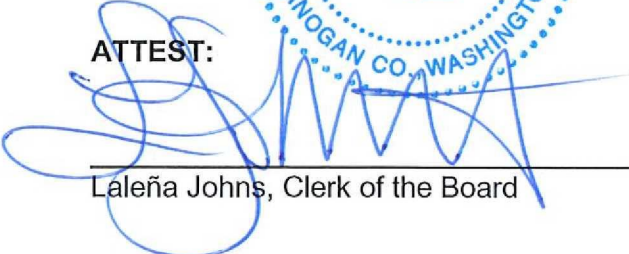
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that effective January 1, 2021, Non-Bargaining employees are granted a general wage increase of 1.5% to the base salary (Attachment A) hereby adopting a new Classification Plan.

**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 and does include appointed and contracted employees.


**DATED** at Okanogan, Washington this 15<sup>th</sup> day of December, 2020.



**ATTEST:**

  
Laleña Johns, Clerk of the Board

**BOARD OF COUNTY COMMISSIONERS  
OKANOGAN, WASHINGTON**

  
Jim DeTro, Chairman

  
Chris Branch, Member

  
Andy Hover, Member

NON-BARGAINING EMPLOYEES						
Updated 2020 PAY CLASSIFICATION PLAN						
Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
	Corrections Officer (Temp	\$17.4900 per hour				
10	Clerk II	2375	2428	2548	2677	2809
	Custodian	13.7019	14.0077	14.7000	15.4443	16.2058
	Transport Officer (Juvenile)					
	Administrative Services Officer I					
	Clerk III					
	Veteran's Relief Assistant					
	Collections Coordinator					
12	Administrative Secretary	2451	2575	2704	2838	2980
	Administrative Services Officer II	14.1404	14.8558	15.6000	16.3731	17.1923
	Maintenance Technician					
	Senior Clerk					
16	Administrative Support Spec (EM)	2760	2898	3043	3194	3354
	Veteran's Service Officer	15.9231	16.7193	17.5558	18.4270	19.3500
	Maintenance Coordinator					
	Weed Control Inspector					
18	Deputy Clerk of the Board	2928	3074	3229	3390	3560
	Judicial Assistant	16.8923	17.7346	18.6289	19.5577	20.5385
	Planner I					
	Event Coordinator					
20	Building Inspector I	3106	3261	3426	3596	3775
	Maintenance Supervisor	17.9193	18.8135	19.7654	20.7462	21.7789
	Planner II					
	Plans Examiner					
21	Building Inspector II	3199	3359	3528	3704	3889
	Planner III	18.4558	19.3789	20.3539	21.3693	22.4366
22	Court Interpreter Coordinator	3296	3460	3633	3813	4005
	Functional FTP Coordinator	19.0154	19.9616	20.9597	21.9981	23.1058
24	Superior Court Administrator	3497	3670	3855	4048	4249
		20.1750	21.1731	22.2404	23.3539	24.5135
25	GIS Analyst (Planning)	3601	3781	3970	4168	4376
	Senior Planner	20.7750	21.8135	22.9039	24.0462	25.2462
	Senior Plans Examiner					

Grade	Job Title	Year 1	Year 2	Year 3	Year 4	Year 5
26	GIS Coordinator (Planning)	3709	3895	4090	4293	4509
	IT Support Technician	21.3981	22.4712	23.5962	24.7674	26.0135
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	Admin Services Manager (Juvenile)	4016	4217	4428	4650	4882
	Dependency Services Manager (Juvenile)	23.1693	24.3289	25.5462	26.8270	28.1654
	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	Road Maint Manager (Public Works)	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
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



<b>ELECTED OFFICIALS</b>					
Assessor	6656				
Treasurer	6656				
Auditor	6656				
Clerk	6656				
Sheriff	8419				
Prosecutor	13333				
Coroner	6656				
Commissioner Districts 1 & 2	6656				
Commissioner District 3	5700				
<b>CONTRACT EMPLOYEES/DEPARTMENT HEADS</b>					
Building Official	6648				
Admin. Officer/Planning Director	7572				
Central Services Director	6311				
County Engineer	9500				
Horticulturist	3269				
Human Resources Dir/Risk Manager	7105				
Juvenile Services Director/Court Admin	8860				
Medical Services Officer (Jail)	6090				
Weed Control Coordinator	5613				
Emergency Management Director	7314				
<b>SHERIFF ADMIN STAFF - COMMISSIONED</b>					
Undersheriff	8095				
Chief Criminal Deputy	7784				
Chief Support Deputy	7784				
Chief Corrections Deputy	7784				
<b>ELECTED OFFICIAL'S CHIEF DEPUTIES</b>					
Clerk of the Board-Commissioners	5116				
Chief Deputy Treasurer	5116				
Chief Deputy Auditor	5116				
Chief Deputy Clerk	5116				
Chief Deputy Assessor	5116				
Civil Service Deputy (Sheriff)	5116				
District Court Administrator	5116				
<b>Longevity</b>					
	AFTER	AFTER	AFTER	AFTER	
	7 Years	10 Years	15 Years	20 Years	
	Service	Service	Service	Service	
	2.0%	2.5%	4.0%	4.5%	