

OKANOGAN COUNTY COMMISSIONERS'

RESOLUTION 190 - 2020

A resolution to reclassify Public Works Roadway Maintenance Manager position

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, a salary survey was conducted by the Public Works Department of the Roadway Maintenance Manager position; and

WHEREAS, the results of a salary survey indicate that the Roadway Maintenance Manager position base pay is 8.6% to 9.8% below pay for a comparable position within the department and is not equitable in relationship to the duties required of the position; and

WHEREAS, the Roadway Maintenance Manager, among other duties, is expected to provide strong leadership for all road maintenance staff by implementing the vision, mission, and core values of the Public Works Department; plan and coordinate road maintenance work; assist with budget preparation and monitoring; 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 Roadway Maintenance Manager, a reclassification is appropriate.

NOW, THEREFORE, BE IT RESOLVED by the Board of Okanogan County Commissioners that effective January 6, 2021, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the Roadway Maintenance Manager position (PWD007RMM-001) from a grade 34 to a grade 37.

BE IF FURTHER RESOLVED that effective January 6, 2021, Gary George, Roadway Maintenance Manager, is reclassified from a Grade 34, Step 5 to a Grade 37, Step 5.

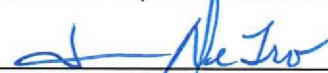
DATED at Okanogan, Washington this 29 day of December, 2020.

ATTEST:



Lalena Johns, Clerk of the Board


**BOARD OF COUNTY COMMISSIONERS
OKANOGAN, WASHINGTON**



Jim DeTro, Chairman



Chris Branch, Member



Andy Hover, Member