

Fiscal Year 2019 Budget: Wage Schedules





Fiscal Year 2019 Wage Schedule Elected Officials (Judges)

Elected Position	Fiscal Year 2019
	Annual Salary @ 1.0 FTE as determined by the WCCSEO
Superior Court Judge (01-01-2019 through 06-30-2019):	\$172,571
Superior Court Judge (07-01-2019 through 12-31-2019):	\$194,574
District Court Judge (01-01-2019 through 06-30-2019):	\$164,313
District Court Judge (07-01-2019 through 12-31-2019):	\$185,263

Note:
Judges' salary information in this section is provided by the Washington Citizens' Commission on Salaries for Elected Officials (WCCSEO).



Fiscal Year 2019 Wage Schedule Elected Officials (except Judges)

Elected Position	Monthly				
	2015	2016	2017	2018	2019
Sheriff	\$6,185	\$6,371	\$6,498	\$6,628	\$6,695
Assessor	\$4,950	\$5,099	\$5,201	\$5,305	\$5,359
Auditor	\$4,950	\$5,099	\$5,201	\$5,305	\$5,359
Clerk	\$4,950	\$5,099	\$5,201	\$5,305	\$5,359
Commissioner	\$4,950	\$5,099	\$5,201	\$5,201	\$5,359
Treasurer	\$4,950	\$5,099	\$5,201	\$5,305	\$5,359
Prosecutor (county contribution)*	\$3,727	\$3,839	\$3,916	\$3,994	\$4,034

**The prosecutor's aggregate salary is based on 50% of the Superior Court judge's salary (the State of Washington pays this portion per RCW 36.17.020), plus an additional contribution from the Pacific County current expense fund. The grand total monthly salary for the prosecutor is calculated as follows:*

50% of Superior Court Judge's salary from 01-01-2019 through 06-30-2019:	\$7,190.46
Additional county contribution as shown in the table above:	\$4,034.00
Total monthly salary from 01-01-2019 through 06-30-2019:	\$11,224.46
50% of Superior Court Judge's salary from 07-01-2019 through 12-31-2019:	\$8,107.25
Additional county contribution as shown in the table above:	\$4,034.00
Total monthly salary from 07-01-2019 through 12-31-2019:	\$12,141.25



Fiscal Year 2019 Wage Schedule Management

(includes a 1.0% COLA compared to previous year's wages)

<u>Monthly</u>								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
20	\$6,311	\$6,532	\$6,760	\$7,001	\$7,243	\$7,496	\$7,758	\$8,033
19	\$5,892	\$6,099	\$6,311	\$6,532	\$6,760	\$7,001	\$7,243	\$7,496
18	\$5,499	\$5,691	\$5,892	\$6,099	\$6,311	\$6,532	\$6,760	\$7,001
17	\$5,133	\$5,315	\$5,499	\$5,691	\$5,892	\$6,099	\$6,311	\$6,532
16	\$4,793	\$4,961	\$5,133	\$5,315	\$5,499	\$5,691	\$5,892	\$6,099
15	\$4,474	\$4,631	\$4,793	\$4,961	\$5,133	\$5,315	\$5,499	\$5,691
14	\$4,175	\$4,323	\$4,474	\$4,631	\$4,793	\$4,961	\$5,133	\$5,315
13	\$3,899	\$4,033	\$4,175	\$4,323	\$4,474	\$4,631	\$4,793	\$4,961
12	\$3,639	\$3,769	\$3,899	\$4,033	\$4,175	\$4,323	\$4,474	\$4,631
11	\$3,398	\$3,516	\$3,639	\$3,769	\$3,899	\$4,033	\$4,175	\$4,323
10	\$3,171	\$3,333	\$3,398	\$3,516	\$3,639	\$3,769	\$3,899	\$4,033
9	\$2,960	\$3,064	\$3,171	\$3,333	\$3,398	\$3,516	\$3,639	\$3,769

<u>Hourly</u>								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
20	\$36.27	\$37.54	\$38.85	\$40.24	\$41.63	\$43.08	\$44.59	\$46.17
19	\$33.86	\$35.05	\$36.27	\$37.54	\$38.85	\$40.24	\$41.63	\$43.08
18	\$31.60	\$32.71	\$33.86	\$35.05	\$36.27	\$37.54	\$38.85	\$40.24
17	\$29.50	\$30.55	\$31.60	\$32.71	\$33.86	\$35.05	\$36.27	\$37.54
16	\$27.55	\$28.51	\$29.50	\$30.55	\$31.60	\$32.71	\$33.86	\$35.05
15	\$25.71	\$26.61	\$27.55	\$28.51	\$29.50	\$30.55	\$31.60	\$32.71
14	\$23.99	\$24.84	\$25.71	\$26.61	\$27.55	\$28.51	\$29.50	\$30.55
13	\$22.41	\$23.18	\$23.99	\$24.84	\$25.71	\$26.61	\$27.55	\$28.51
12	\$20.91	\$21.66	\$22.41	\$23.18	\$23.99	\$24.84	\$25.71	\$26.61
11	\$19.53	\$20.21	\$20.91	\$21.66	\$22.41	\$23.18	\$23.99	\$24.84
10	\$18.22	\$19.16	\$19.53	\$20.21	\$20.91	\$21.66	\$22.41	\$23.18
9	\$17.01	\$17.61	\$18.22	\$19.16	\$19.53	\$20.21	\$20.91	\$21.66

<u>Longevity</u>	<u>Rates</u>
6 - 10 years	1.5%
11 - 15 years	2.5%
16 - 20 years	3.5%
21 - 25 years	6.0%
Over 25 years	8.0%



Fiscal Year 2019 Wage Schedule Local 367-C (Courthouse Union)

(includes a 1.0% COLA compared to previous year's wages)

Monthly \$

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
15	\$4,227	\$4,352	\$4,479	\$4,611	\$4,752	\$4,889	\$5,034	\$5,182	\$5,311	\$5,441
14	\$3,950	\$4,065	\$4,185	\$4,310	\$4,437	\$4,569	\$4,703	\$4,843	\$4,963	\$5,084
13	\$3,692	\$3,801	\$3,913	\$4,028	\$4,148	\$4,270	\$4,397	\$4,526	\$4,639	\$4,752
12	\$3,449	\$3,552	\$3,658	\$3,764	\$3,876	\$3,988	\$4,110	\$4,231	\$4,335	\$4,443
11	\$3,224	\$3,319	\$3,418	\$3,518	\$3,622	\$3,730	\$3,838	\$3,955	\$4,050	\$4,151
10	\$3,014	\$3,103	\$3,193	\$3,288	\$3,387	\$3,486	\$3,590	\$3,695	\$3,786	\$3,880
9	\$2,817	\$2,899	\$2,986	\$3,073	\$3,165	\$3,258	\$3,353	\$3,453	\$3,537	\$3,624
8	\$2,630	\$2,710	\$2,790	\$2,872	\$2,956	\$3,044	\$3,134	\$3,228	\$3,306	\$3,390
7	\$2,460	\$2,533	\$2,607	\$2,684	\$2,764	\$2,844	\$2,929	\$3,017	\$3,090	\$3,167
6	\$2,301	\$2,365	\$2,437	\$2,508	\$2,584	\$2,660	\$2,737	\$2,819	\$2,888	\$2,959

Hourly \$

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
15	\$24.39	\$25.11	\$25.84	\$26.60	\$27.42	\$28.21	\$29.04	\$29.90	\$30.64	\$31.39
14	\$22.79	\$23.45	\$24.14	\$24.87	\$25.60	\$26.36	\$27.13	\$27.94	\$28.63	\$29.33
13	\$21.30	\$21.93	\$22.58	\$23.24	\$23.93	\$24.64	\$25.37	\$26.11	\$26.76	\$27.42
12	\$19.90	\$20.49	\$21.10	\$21.72	\$22.36	\$23.01	\$23.71	\$24.41	\$25.01	\$25.63
11	\$18.60	\$19.15	\$19.72	\$20.30	\$20.90	\$21.52	\$22.14	\$22.82	\$23.37	\$23.95
10	\$17.39	\$17.90	\$18.42	\$18.97	\$19.54	\$20.11	\$20.71	\$21.32	\$21.84	\$22.39
9	\$16.25	\$16.73	\$17.23	\$17.73	\$18.26	\$18.80	\$19.34	\$19.92	\$20.41	\$20.91
8	\$15.17	\$15.63	\$16.10	\$16.57	\$17.05	\$17.56	\$18.08	\$18.62	\$19.07	\$19.56
7	\$14.19	\$14.61	\$15.04	\$15.48	\$15.95	\$16.41	\$16.90	\$17.41	\$17.83	\$18.27
6	\$13.28	\$13.64	\$14.06	\$14.47	\$14.91	\$15.35	\$15.79	\$16.26	\$16.66	\$17.07

<u>Longevity</u>	<u>Rates</u>
9 - 10 years	1.5%
11 - 15 years	2.5%
16 - 20 years	4.0%
21 - 25 years	6.0%
Over 25 years	8.0%



Fiscal Year 2019 Wage Schedule Local 367 (Road Crew Union)

(includes a 1.0% COLA compared to previous year's wages)

CLASSIFICATION	1st-6th Months	7th-24th Months	3rd-5th Yrs	6th-10th Yrs	11th-15th Yrs	16th-20th Yrs	21st-25th Yrs	25+ Yrs
Drainage Maintenance Technician II	\$21.51	\$23.45	\$25.39	\$27.33	\$27.76	\$28.19	\$28.62	\$29.06
Leadman	\$21.08	\$22.99	\$24.88	\$26.77	\$27.20	\$27.60	\$28.04	\$28.46
Sign Technician II w/IMSA Level III	\$20.69	\$22.56	\$24.40	\$26.27	\$26.69	\$27.12	\$27.51	\$27.94
Sign Technician II w/IMSA Level II	\$20.49	\$22.34	\$24.18	\$26.03	\$26.44	\$26.85	\$27.27	\$27.66
Mechanic	\$20.49	\$22.34	\$24.18	\$26.03	\$26.44	\$26.85	\$27.27	\$27.66
Drainage Maintenance Technician I	\$20.49	\$22.34	\$24.18	\$26.03	\$26.44	\$26.85	\$27.27	\$27.66
Sign Technician II w/IMSA Level I	\$20.29	\$22.12	\$23.96	\$25.79	\$26.19	\$26.59	\$26.99	\$27.40
Sign Technician I w/IMSA Level II	\$20.29	\$22.12	\$23.96	\$25.79	\$26.19	\$26.59	\$26.99	\$27.40
Sign Technician I w/IMSA Level I	\$19.90	\$21.72	\$23.48	\$25.28	\$25.68	\$26.09	\$26.48	\$26.88
Sign Technician I or II w/o IMSA Cert.	\$19.53	\$21.27	\$23.04	\$24.79	\$25.18	\$25.57	\$25.97	\$26.35
Road Maintenance Technician II	\$19.53	\$21.27	\$23.04	\$24.79	\$25.18	\$25.57	\$25.97	\$26.35
Traffic Control/Maintenance Technician	\$15.44	\$16.82	\$18.22	\$19.60	\$19.90	\$20.22	\$20.53	\$20.84

CLASSIFICATION	1st-12th Months	13th-24th Months	After 24 Months
Road Maintenance Technician I	\$15.74	\$17.33	See Article 13 Promotion



Fiscal Year 2019 Wage Schedule

Teamsters Local Union #252 (Commissioned Officers)

(fy2019 COLA of 2.97% is based on the June 2017 to June 2018 Seattle-Tacoma-Bremerton CPI-U)

Position	1-12 Months Step 1	13-24 Months Step 2	25-36 Months Step 3	37-48 Months Step 4	49-60 Months Step 5	60+ Months Step 6
Deputy	\$4,365	\$4,528	\$4,707	\$4,890	\$5,084	\$5,288

Sergeant* \$6,081
Lieutenant** \$6,689

* Sergeant's monthly salary is fifteen percent (15.00%) above the monthly salary of a Top Step Deputy.

** Lieutenant monthly salary is ten percent (10.00%) above the monthly salary of a Sergeant.

<u>Months of Service</u>	<u>Rates</u>
61 to 120	1.5%
121 to 180	2.5%
181 to 240	3.5%
241+	4.5%

Notes:

- Per page 21 of the 2017-2019 Collective Bargaining Agreement: effective January 1, 2019, base monthly wage rates shall be adjusted by 90% of the June 2017 to the June 2018 Seattle-Tacoma-Bremerton CPI-U; with a minimum of not less than one point five percent (1.5%) and a maximum of three percent (3.0%).
- The CPI-U advanced 3.3% over the time period in question. The fy2019 COLA for commissioned officers is 90% of this figure, which equals 2.97%.



Fiscal Year 2019 Wage Schedule Teamsters Local Union #252 (Non-Commissioned Officers)

(includes a 1.0% COLA vs. previous year's wages)

Position	1-12 Months Step 1	13-24 Months Step 2	25-36 Months Step 3	37-48 Months Step 4	49-60 Months Step 5	60+ Months Step 6
Corrections Sergeant	\$4,086	\$4,224	\$4,412	\$4,511	\$4,658	\$4,817
Communications Supervisor	\$3,736	\$3,857	\$3,991	\$4,123	\$4,262	\$4,407
Corrections Officer	\$3,385	\$3,498	\$3,655	\$3,737	\$3,862	\$3,991
Telecommunicator	\$3,249	\$3,354	\$3,470	\$3,586	\$3,706	\$3,832
Civil Clerk	\$3,187	\$3,294	\$3,403	\$3,518	\$3,638	\$3,758
Clerk/Secretary	\$2,984	\$3,083	\$3,187	\$3,295	\$3,403	\$3,518
Jail Food Manager/Lead Cook	\$2,907	\$2,997	\$3,070	\$3,157	\$3,248	\$3,340
Cook	\$2,453	\$2,544	\$2,616	\$2,705	\$2,794	\$2,887

<u>Longevity</u>	<u>Rates</u>
5-9 years	1.5%
10-14 years	2.5%
15-19 years	3.5%
20+ years	4.5%



Fiscal Year 2019 Wage Schedule Special Employment Contract Personnel

Office/Department	Position	Monthly
General Administration	County Administrative Officer	\$8,403.00
Public Works	Director/County Engineer	\$8,403.00
Health & Human Services	Director	\$6,786.00
Community Development	Director	\$6,786.00
Public Works	Telecommunications Engineer	\$6,724.00
Public Works	Operations Manager	\$6,688.00
Health & Human Services	Deputy Director	\$6,520.00
Community Development	Deputy Director	\$5,936.00
Health & Human Services	Deputy Director	\$5,552.00