



Fiscal Year 2020 Wage Schedule

Elected Officials (Judges)

Elected Position	Fiscal Year 2020 Annual Salary
	@ 1.0 FTE as determined by the WCCSEO
Superior Court Judge (01-01-2020 through 06-30-2020):	\$190,985
Superior Court Judge (07-01-2020 through 12-31-2020):	\$199,675
District Court Judge (01-01-2020 through 06-30-2020):	\$181,846
District Court Judge (07-01-2020 through 12-31-2020):	\$190,120

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



Fiscal Year 2020 Wage Schedule Elected Officials (except Judges)

~ fy2020 salaries match those listed in Ordinance No. 189 ~

Elected Official	2020 Monthly Salary
Assessor	\$5,682.00
Auditor	\$5,682.00
Clerk	\$5,682.00
Commissioner	\$5,519.00
Treasurer	\$5,682.00
Sheriff	\$7,100.00

**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 01-01-2020 through 06-30-2020:	\$7,957.71
Additional county contribution as shown in the table above:	\$4,278.00
Total monthly salary from 01-01-2020 through 06-30-2020:	\$12,235.71
50% of Superior Court Judge's salary from 07-01-2020 through 12-31-2020:	\$8,319.80
Additional county contribution as shown in the table above:	\$4,278.00
Total monthly salary from 07-01-2020 through 12-31-2020:	\$12,597.80



Fiscal Year 2020 Wage Schedule Management

~ includes a five percent (5.0%) 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	\$6,627	\$6,859	\$7,098	\$7,352	\$7,606	\$7,871	\$8,146	\$8,435
19	\$6,187	\$6,404	\$6,627	\$6,859	\$7,098	\$7,352	\$7,606	\$7,871
18	\$5,774	\$5,976	\$6,187	\$6,404	\$6,627	\$6,859	\$7,098	\$7,352
17	\$5,390	\$5,581	\$5,774	\$5,976	\$6,187	\$6,404	\$6,627	\$6,859
16	\$5,033	\$5,210	\$5,390	\$5,581	\$5,774	\$5,976	\$6,187	\$6,404
15	\$4,698	\$4,863	\$5,033	\$5,210	\$5,390	\$5,581	\$5,774	\$5,976
14	\$4,384	\$4,540	\$4,698	\$4,863	\$5,033	\$5,210	\$5,390	\$5,581
13	\$4,094	\$4,235	\$4,384	\$4,540	\$4,698	\$4,863	\$5,033	\$5,210
12	\$3,821	\$3,958	\$4,094	\$4,235	\$4,384	\$4,540	\$4,698	\$4,863
11	\$3,568	\$3,692	\$3,821	\$3,958	\$4,094	\$4,235	\$4,384	\$4,540
10	\$3,330	\$3,500	\$3,568	\$3,692	\$3,821	\$3,958	\$4,094	\$4,235
9	\$3,108	\$3,218	\$3,330	\$3,500	\$3,568	\$3,692	\$3,821	\$3,958

<u>Hourly</u>								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
20	\$38.09	\$39.42	\$40.79	\$42.25	\$43.71	\$45.24	\$46.82	\$48.48
19	\$35.56	\$36.80	\$38.09	\$39.42	\$40.79	\$42.25	\$43.71	\$45.24
18	\$33.18	\$34.34	\$35.56	\$36.80	\$38.09	\$39.42	\$40.79	\$42.25
17	\$30.98	\$32.07	\$33.18	\$34.34	\$35.56	\$36.80	\$38.09	\$39.42
16	\$28.93	\$29.94	\$30.98	\$32.07	\$33.18	\$34.34	\$35.56	\$36.80
15	\$27.00	\$27.95	\$28.93	\$29.94	\$30.98	\$32.07	\$33.18	\$34.34
14	\$25.20	\$26.09	\$27.00	\$27.95	\$28.93	\$29.94	\$30.98	\$32.07
13	\$23.53	\$24.34	\$25.20	\$26.09	\$27.00	\$27.95	\$28.93	\$29.94
12	\$21.96	\$22.75	\$23.53	\$24.34	\$25.20	\$26.09	\$27.00	\$27.95
11	\$20.51	\$21.22	\$21.96	\$22.75	\$23.53	\$24.34	\$25.20	\$26.09
10	\$19.14	\$20.11	\$20.51	\$21.22	\$21.96	\$22.75	\$23.53	\$24.34
9	\$17.86	\$18.49	\$19.14	\$20.11	\$20.51	\$21.22	\$21.96	\$22.75

<u>Longevity (in addition to the base salary listed above)</u>	<u>Rates</u>
61st month through 120th month (Beginning of 6th year through end of 10th year)	1.5%
121st month through 180th month (Beginning of 11th year through end of 15th year)	2.5%
181st month through 240th month (Beginning of 16th year through end of 20th year)	3.5%
241st month through 300th month (Beginning of 21st year through end of 25th year)	6.0%
301st month and beyond (Beginning of 26th year)	8.0%



Fiscal Year 2020 Wage Schedule Local 367-C (Courthouse Union)

~ includes a five percent (5.0%) COLA compared to previous year's wages
per the 2020-2022 Collective Bargaining Agreement with Local 367-C (Courthouse Union) ~

Monthly \$

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
15	\$4,439	\$4,570	\$4,703	\$4,842	\$4,990	\$5,134	\$5,286	\$5,442	\$5,577	\$5,714
14	\$4,148	\$4,269	\$4,395	\$4,526	\$4,659	\$4,798	\$4,939	\$5,086	\$5,212	\$5,339
13	\$3,877	\$3,992	\$4,109	\$4,230	\$4,356	\$4,484	\$4,617	\$4,753	\$4,871	\$4,990
12	\$3,622	\$3,730	\$3,841	\$3,953	\$4,070	\$4,188	\$4,316	\$4,443	\$4,552	\$4,666
11	\$3,386	\$3,485	\$3,589	\$3,694	\$3,804	\$3,917	\$4,030	\$4,153	\$4,253	\$4,359
10	\$3,165	\$3,259	\$3,353	\$3,453	\$3,557	\$3,661	\$3,770	\$3,880	\$3,976	\$4,074
9	\$2,958	\$3,044	\$3,136	\$3,227	\$3,324	\$3,421	\$3,521	\$3,626	\$3,714	\$3,806
8	\$2,762	\$2,846	\$2,930	\$3,016	\$3,104	\$3,197	\$3,291	\$3,390	\$3,472	\$3,560
7	\$2,583	\$2,660	\$2,738	\$2,819	\$2,903	\$2,987	\$3,076	\$3,168	\$3,245	\$3,326
6	\$2,417	\$2,484	\$2,559	\$2,634	\$2,714	\$2,793	\$2,874	\$2,960	\$3,033	\$3,107

Hourly \$

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
15	\$25.61	\$26.37	\$27.13	\$27.94	\$28.79	\$29.62	\$30.50	\$31.40	\$32.18	\$32.97
14	\$23.93	\$24.63	\$25.36	\$26.11	\$26.88	\$27.68	\$28.49	\$29.34	\$30.07	\$30.80
13	\$22.37	\$23.03	\$23.71	\$24.40	\$25.13	\$25.87	\$26.64	\$27.42	\$28.10	\$28.79
12	\$20.90	\$21.52	\$22.16	\$22.81	\$23.48	\$24.16	\$24.90	\$25.63	\$26.26	\$26.92
11	\$19.53	\$20.11	\$20.71	\$21.31	\$21.95	\$22.60	\$23.25	\$23.96	\$24.54	\$25.15
10	\$18.26	\$18.80	\$19.34	\$19.92	\$20.52	\$21.12	\$21.75	\$22.39	\$22.94	\$23.50
9	\$17.07	\$17.56	\$18.09	\$18.62	\$19.18	\$19.74	\$20.31	\$20.92	\$21.43	\$21.96
8	\$15.93	\$16.42	\$16.90	\$17.40	\$17.91	\$18.44	\$18.99	\$19.56	\$20.03	\$20.54
7	\$14.90	\$15.35	\$15.80	\$16.26	\$16.75	\$17.23	\$17.75	\$18.28	\$18.72	\$19.19
6	\$13.94	\$14.33	\$14.76	\$15.20	\$15.66	\$16.11	\$16.58	\$17.08	\$17.50	\$17.93

Longevity (in addition to the base salary listed above)

Rates

97th month through 120th month (Beginning of 9th year through end of 10th year)	1.5%
121st month through 180th month (Beginning of 11th year through end of 15th year)	2.5%
181st month through 240th month (Beginning of 16th year through end of 20th year)	4.0%
241st month through 300th month (Beginning of 21st year through end of 25th year)	6.0%
301st month and beyond (Beginning of 26th year)	8.0%



Fiscal Year 2020 Wage Schedule

Local 367 (Road Crew Union)

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 2020 Wage Schedule Teamsters Local Union #252 (Commissioned Officers)

~ includes a five percent (5.0%) COLA compared to previous year's wages
per the 2020-2022 Collective Bargaining Agreement with Teamsters Local Union #252 ~

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	\$4,584	\$4,755	\$4,943	\$5,135	\$5,339	\$5,553

Sergeant* \$6,386

Lieutenant** \$7,025

* Sergeant's monthly salary is fifteen percent (15.0%) above the monthly salary of a Top Step Deputy.

** Lieutenant monthly salary is ten percent (10.0%) above the monthly salary of a Sergeant.

Longevity (in addition to the base salary listed above)	Rates
61st month through 120th month (Beginning of 6th year through end of 10th year)	1.5%
121st month through 180th month (Beginning of 11th year through end of 15th year)	2.5%
181st month through 240th month (Beginning of 16th year through end of 20th year)	3.5%
241st month and beyond (Beginning of 21st year)	4.5%



Fiscal Year 2020 Wage Schedule Teamsters Local Union #252 (Non-Commissioned Officers)

~ includes a five percent (5.0%) COLA compared to previous year's wages
per the 2020-2021 Collective Bargaining Agreement with Teamsters Local Union #252 ~

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	\$4,291	\$4,436	\$4,633	\$4,737	\$4,891	\$5,058
Communications Supervisor*	\$3,924	\$4,051	\$4,191	\$4,331	\$4,476	\$4,628
Corrections Officer	\$3,555	\$3,673	\$3,838	\$3,924	\$4,056	\$4,191
Telecommunicator	\$3,412	\$3,522	\$3,644	\$3,766	\$3,892	\$4,024
Civil Clerk	\$3,347	\$3,459	\$3,574	\$3,694	\$3,820	\$3,946
Clerk/Secretary	\$3,134	\$3,238	\$3,347	\$3,460	\$3,574	\$3,694
Jail Food Manager/Lead Cook	\$3,053	\$3,147	\$3,224	\$3,315	\$3,411	\$3,507
Cook	\$2,576	\$2,672	\$2,747	\$2,841	\$2,934	\$3,032

*Communication Supervisor's monthly salary for each step is fifteen percent (15.0%) above the monthly salary of a Telecommunicator.

Longevity (in addition to the base salary listed above)	Rates
61st month through 120th month (Beginning of 6th year through end of 10th year)	1.5%
121st month through 180th month (Beginning of 11th year through end of 15th year)	2.5%
181st month through 240th month (Beginning of 16th year through end of 20th year)	3.5%
241st month and beyond (Beginning of 21st year)	4.5%



Fiscal Year 2020 Wage Schedule Special Employment Agreements

Position	1-6 Months Step 1	7-12 Months Step 2	13-18 Months Step 3	19-24 Months Step 4	25-30 Months Step 5	31+ Months Step 6
County Administrative Officer	\$8,106	\$8,338	\$8,569	\$8,801	\$9,032	\$9,264
County Engineer/Director of Public Works	\$7,701	\$7,921	\$8,141	\$8,361	\$8,581	\$8,801
Director of Community Development	\$7,316	\$7,525	\$7,734	\$7,943	\$8,152	\$8,361
Director of Public Health & Human Services	\$7,316	\$7,525	\$7,734	\$7,943	\$8,152	\$8,361
Deputy Director of Community Development	\$6,950	\$7,149	\$7,347	\$7,546	\$7,744	\$7,943
Deputy Director of Public Health & Human Services	\$6,950	\$7,149	\$7,347	\$7,546	\$7,744	\$7,943
Operations Manager (Public Works)	\$6,950	\$7,149	\$7,347	\$7,546	\$7,744	\$7,943
Information Technology Manager	\$6,603	\$6,791	\$6,980	\$7,169	\$7,357	\$7,546
Telecommunications Engineer	\$6,603	\$6,791	\$6,980	\$7,169	\$7,357	\$7,546