

RESOLUTION NO. 10343

A RESOLUTION setting salaries for non-union County employees effective January 1, 2024.

WHEREAS, the Board of County Commissioners has authority to set the salaries for non-union employees;

NOW, THEREFORE, the Board of County Commissioners of Thurston County, State of Washington, hereby resolves as follows:

Section 1. Non-Union in Pay and Classification Plan. The wage step plan for non-union employees in the Pay and Classification Plan effective January 1, 2024 is as shown on Exhibit A. The plan reflects a 3.5% cost of living adjustment.

Section 2. Management Technical Pay Plan. The salary ranges for the Management Technical Pay Plan effective January 1, 2024 are as shown on Exhibit B. The plan reflects a 3.5% cost of living adjustment.

Section 3. At-Will Pay Plan. The salary ranges for the At-Will Pay Plan effective January 1, 2024 are as shown on Exhibit C. The plan reflects a 3.5% cost of living adjustment.

Section 4. Non-Represented Defense Attorneys and Deputy Prosecuting Attorneys. The wage and step plan for Non-Represented Defense Attorneys and Deputy Prosecuting Attorneys effective January 1, 2024 is as shown in exhibit D. The plan reflects a 3.5% cost of living adjustment.

Section 5. Official Court Reporters. The salary for Official Court Reporters is \$7,718.00 per month effective January 1, 2024, representing a 3.5% cost-of-living increase from the previous period.

Effective: January 1, 2024

ADOPTED: December 15, 2023

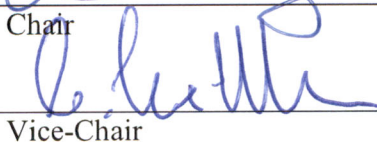
ATTEST:

BOARD OF COUNTY COMMISSIONERS
Thurston County, Washington


Clerk of the Board

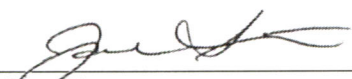

Chair


APPROVED AS TO FORM:



Vice-Chair

JON TUNHEIM
PROSECUTING ATTORNEY


Commissioner


Jane Futterman
Senior Deputy Prosecuting Attorney


Commissioner


Commissioner



Non-Represented
Pay and Classification Plan
MONTHLY & SEMI-MONTHLY SALARY
 effective 01/01/2024 -- 3.5% COLA

2024
nonu

| RANGE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 01 | 3,068 | 3,160 | 3,255 | 3,352 | 3,453 | 3,556 | 3,663 | 3,773 | 3,886 | 4,080 |
| Semi-Monthly | 1,534.00 | 1,580.00 | 1,627.50 | 1,676.00 | 1,726.50 | 1,778.00 | 1,831.50 | 1,886.50 | 1,943.00 | 2,040.00 |
| 02 | 3,221 | 3,318 | 3,417 | 3,520 | 3,625 | 3,734 | 3,846 | 3,962 | 4,080 | 4,284 |
| Semi-Monthly | 1,610.50 | 1,659.00 | 1,708.50 | 1,760.00 | 1,812.50 | 1,867.00 | 1,923.00 | 1,981.00 | 2,040.00 | 2,142.00 |
| 03 | 3,382 | 3,484 | 3,588 | 3,696 | 3,807 | 3,921 | 4,039 | 4,160 | 4,284 | 4,499 |
| Semi-Monthly | 1,691.00 | 1,742.00 | 1,794.00 | 1,848.00 | 1,903.50 | 1,960.50 | 2,019.50 | 2,080.00 | 2,142.00 | 2,249.50 |
| 04 | 3,551 | 3,658 | 3,768 | 3,881 | 3,997 | 4,117 | 4,240 | 4,368 | 4,499 | 4,724 |
| Semi-Monthly | 1,775.50 | 1,829.00 | 1,884.00 | 1,940.50 | 1,998.50 | 2,058.50 | 2,120.00 | 2,184.00 | 2,249.50 | 2,362.00 |
| 05 | 3,729 | 3,841 | 3,956 | 4,075 | 4,197 | 4,323 | 4,452 | 4,586 | 4,724 | 4,960 |
| Semi-Monthly | 1,864.50 | 1,920.50 | 1,978.00 | 2,037.50 | 2,098.50 | 2,161.50 | 2,226.00 | 2,293.00 | 2,362.00 | 2,480.00 |
| 06 | 3,915 | 4,033 | 4,154 | 4,278 | 4,407 | 4,539 | 4,675 | 4,815 | 4,960 | 5,208 |
| Semi-Monthly | 1,957.50 | 2,016.50 | 2,077.00 | 2,139.00 | 2,203.50 | 2,269.50 | 2,337.50 | 2,407.50 | 2,480.00 | 2,604.00 |
| 07 | 4,111 | 4,234 | 4,361 | 4,492 | 4,627 | 4,766 | 4,909 | 5,056 | 5,208 | 5,468 |
| Semi-Monthly | 2,055.50 | 2,117.00 | 2,180.50 | 2,246.00 | 2,313.50 | 2,383.00 | 2,454.50 | 2,528.00 | 2,604.00 | 2,734.00 |
| 08 | 4,317 | 4,446 | 4,580 | 4,717 | 4,858 | 5,004 | 5,154 | 5,309 | 5,468 | 5,742 |
| Semi-Monthly | 2,158.50 | 2,223.00 | 2,290.00 | 2,358.50 | 2,429.00 | 2,502.00 | 2,577.00 | 2,654.50 | 2,734.00 | 2,871.00 |
| 09 | 4,532 | 4,668 | 4,808 | 4,953 | 5,101 | 5,254 | 5,412 | 5,574 | 5,742 | 6,029 |
| Semi-Monthly | 2,266.00 | 2,334.00 | 2,404.00 | 2,476.50 | 2,550.50 | 2,627.00 | 2,706.00 | 2,787.00 | 2,871.00 | 3,014.50 |
| 10 | 4,759 | 4,902 | 5,049 | 5,200 | 5,356 | 5,517 | 5,683 | 5,853 | 6,029 | 6,330 |
| Semi-Monthly | 2,379.50 | 2,451.00 | 2,524.50 | 2,600.00 | 2,678.00 | 2,758.50 | 2,841.50 | 2,926.50 | 3,014.50 | 3,165.00 |
| 11 | 4,997 | 5,147 | 5,301 | 5,460 | 5,624 | 5,793 | 5,967 | 6,146 | 6,330 | 6,647 |
| Semi-Monthly | 2,498.50 | 2,573.50 | 2,650.50 | 2,730.00 | 2,812.00 | 2,896.50 | 2,983.50 | 3,073.00 | 3,165.00 | 3,323.50 |
| 12 | 5,247 | 5,404 | 5,566 | 5,733 | 5,905 | 6,083 | 6,265 | 6,453 | 6,647 | 6,979 |
| Semi-Monthly | 2,623.50 | 2,702.00 | 2,783.00 | 2,866.50 | 2,952.50 | 3,041.50 | 3,132.50 | 3,226.50 | 3,323.50 | 3,489.50 |
| 13 | 5,509 | 5,674 | 5,845 | 6,020 | 6,201 | 6,387 | 6,578 | 6,776 | 6,979 | 7,328 |
| Semi-Monthly | 2,754.50 | 2,837.00 | 2,922.50 | 3,010.00 | 3,100.50 | 3,193.50 | 3,289.00 | 3,388.00 | 3,489.50 | 3664.00 |
| 14 | 5,785 | 5,958 | 6,137 | 6,321 | 6,511 | 6,706 | 6,907 | 7,114 | 7,328 | 7,694 |
| Semi-Monthly | 2,892.50 | 2,979.00 | 3,068.50 | 3,160.50 | 3,255.50 | 3,353.00 | 3,453.50 | 3,557.00 | 3,664.00 | 3,847.00 |
| 15 | 6,074 | 6,256 | 6,444 | 6,637 | 6,836 | 7,041 | 7,253 | 7,470 | 7,694 | 8,079 |
| Semi-Monthly | 3037.00 | 3128.00 | 3222.00 | 3318.50 | 3418.00 | 3520.50 | 3626.50 | 3735.00 | 3847.00 | 4039.50 |
| 16 | 6,378 | 6,569 | 6,766 | 6,969 | 7,178 | 7,393 | 7,615 | 7,844 | 8,079 | 8,483 |
| Semi-Monthly | 3,189.00 | 3,284.50 | 3,383.00 | 3,484.50 | 3,589.00 | 3,696.50 | 3,807.50 | 3,922.00 | 4,039.50 | 4,241.50 |
| 17 | 6,696 | 6,897 | 7,104 | 7,317 | 7,537 | 7,763 | 7,996 | 8,236 | 8,483 | 8,907 |
| Semi-Monthly | 3348.00 | 3448.50 | 3552.00 | 3658.50 | 3768.50 | 3881.50 | 3998.00 | 4118.00 | 4241.50 | 4453.50 |
| 18 | 7,031 | 7,242 | 7,460 | 7,683 | 7,914 | 8,151 | 8,396 | 8,648 | 8,907 | 9,352 |
| Semi-Monthly | 3,515.50 | 3,621.00 | 3,730.00 | 3,841.50 | 3,957.00 | 4,075.50 | 4,198.00 | 4,324.00 | 4,453.50 | 4,676.00 |
| 19 | 7,383 | 7,604 | 7,832 | 8,067 | 8,309 | 8,559 | 8,816 | 9,080 | 9,352 | 9,820 |
| Semi-Monthly | 3691.50 | 3802.00 | 3916.00 | 4033.50 | 4154.50 | 4279.50 | 4408.00 | 4540.00 | 4676.00 | 4910.00 |
| 20 | 7,752 | 7,985 | 8,224 | 8,471 | 8,725 | 8,987 | 9,256 | 9,534 | 9,820 | 10,311 |
| Semi-Monthly | 3,876.00 | 3,992.50 | 4,112.00 | 4,235.50 | 4,362.50 | 4,493.50 | 4,628.00 | 4,767.00 | 4,910.00 | 5,155.50 |



**Management Technical Pay Plan
MONTHLY SALARY**

Effective 1/1/2024 -- 3.50% COLA

2024
mtp

| Job Code | Job Title | Points | Salary Range |
|----------|--------------------------------------------------|--------|-----------------|
| 1360 | Administrative Services Manager | 471 | 6,834 -- 9,112 |
| 4225 | Adult Probation Supervisor | 426 | 6,346 -- 8,461 |
| 7030 | Advanced Life Support (ALS) Training Coordinator | 404 | 6,107 -- 8,142 |
| 3175 | Assessor Division Manager | 451 | 6,621 -- 8,828 |
| 7015 | Asset Manager | 488 | 7,029 -- 9,371 |
| 1272 | Basic Life Support (BLS) Program Manager | 556 | 7,635 -- 10,180 |
| 1274 | Basic Life Support (BLS) Training Coordinator | 367 | 5,699 -- 7,598 |
| 0543 | Business Applications Administrator | 448 | 6,586 -- 8,781 |
| 1435 | Capital Project Manager I | 394 | 6,000 -- 8,000 |
| 1434 | Capital Project Manager II | 455 | 6,665 -- 8,887 |
| 1432 | Capital Project Manager III | 515 | 7,317 -- 9,757 |
| 1431 | Capital Projects Planning Manager | 575 | 7,765 -- 10,352 |
| 0704 | Chief Accountant Treasury | 451 | 6,621 -- 8,828 |
| 2149 | Civil Engineer, Senior | 515 | 7,317 -- 9,757 |
| 0126 | Clerk's Judicial Financial Manager | 458 | 6,696 -- 8,928 |
| 0120 | Clerk's Judicial Services Manager | 413 | 6,206 -- 8,273 |
| 0815 | Community Program Manager | 374 | 5,779 -- 7,706 |
| 0817 | Compensation and Benefits Manager | 586 | 7,841 -- 10,456 |
| 2231 | Compliance Unit Supervisor | 455 | 6,665 -- 8,887 |
| 2141 | Construction and Engineering Support Manager | 488 | 7,029 -- 9,371 |
| 2140 | County Surveyor | 515 | 7,317 -- 9,757 |
| 1070 | Court Staff Attorney/Pro Tem Commissioner | 510 | 7,266 -- 9,688 |
| 2121 | Development Review Manager | 556 | 7,635 -- 10,180 |
| 0183 | Drug Court Program Manager | 426 | 6,346 -- 8,461 |
| 0145 | Election Manager | 510 | 7,266 -- 9,688 |
| 1269 | Emergency Management Coordinator | 386 | 5,912 -- 7,883 |
| 1268 | Emergency Management Manager | 556 | 7,635 -- 10,180 |
| 2123 | Engineering Project Manager | 632 | 8,264 -- 11,021 |
| 4405 | Environmental Health Program Manager | 510 | 7,266 -- 9,688 |
| 1433 | Facilities Services Manager | 575 | 7,765 -- 10,352 |
| 0728 | Financial Analyst, Senior | 490 | 7,045 -- 9,393 |
| 0727 | Fiscal Manager | 470 | 6,827 -- 9,101 |



Management Technical Pay Plan MONTHLY SALARY

Effective 1/1/2024 -- 3.50% COLA

2024
mtp

| Job Code | Job Title | Points | Salary Range |
|----------|--------------------------------------------------|--------|-----------------|
| 1515 | Fleet Services Manager | 538 | 7,512 -- 10,017 |
| 0522 | GIS Analyst III | 517 | 7,343 -- 9,790 |
| 0733 | Grant Manager | 470 | 6,827 -- 9,101 |
| 0813 | Human Resources Analyst | 426 | 6,346 -- 8,461 |
| 0818 | Human Resources Analyst, Senior | 470 | 6,827 -- 9,101 |
| 0819 | Human Resources Manager | 586 | 7,841 -- 10,456 |
| 0725 | Internal Auditor | 490 | 7,045 -- 9,393 |
| 0732 | Investment and Banking Officer | 562 | 7,677 -- 10,235 |
| 0511 | IT Consultant II | 480 | 6,940 -- 9,254 |
| 0512 | IT Consultant III | 517 | 7,343 -- 9,790 |
| 0514 | IT Security Consultant | 517 | 7,343 -- 9,790 |
| 0513 | IT Supervisor | 538 | 7,512 -- 10,017 |
| 0507 | IT Technical Manager | 644 | 8,370 -- 11,159 |
| 4131 | Juvenile Detention Manager | 544 | 7,559 -- 10,077 |
| 4212 | Juvenile Probation Manager | 544 | 7,559 -- 10,077 |
| 0816 | Labor Relations Negotiator | 586 | 7,841 -- 10,456 |
| 0321 | Legal Support Manager | 426 | 6,346 -- 8,461 |
| 0153 | Licensing and Recording Manager | 451 | 6,621 -- 8,828 |
| 0742 | Management Analyst | 374 | 5,779 -- 7,706 |
| 0740 | Management Analyst, Senior | 562 | 7,677 -- 10,235 |
| 1215 | Master Gardener/Master Composter Program Manager | 325 | 5,245 -- 6,991 |
| 0193 | Mental Health/Veteran's Court Program Manager | 426 | 6,346 -- 8,461 |
| 1249 | Parks Operations and Maintenance Manager | 445 | 6,552 -- 8,735 |
| 7005 | Planner, Senior | 456 | 6,672 -- 8,897 |
| 7020 | Planning Manager | 556 | 7,635 -- 10,180 |
| 1318 | Program Manager | 444 | 6,537 -- 8,716 |
| 1330 | Public Information Specialist | 374 | 5,779 -- 7,706 |
| 1329 | Public Information Supervisor | 427 | 6,354 -- 8,471 |
| 1531 | Real Estate Services Manager | 488 | 7,029 -- 9,371 |
| 1235 | Recreation Supervisor | 374 | 5,779 -- 7,706 |
| 1363 | Resource Development Specialist | 444 | 6,537 -- 8,716 |
| 0811 | Risk Manager | 586 | 7,841 -- 10,456 |
| 1514 | Road Operations Manager | 632 | 8,264 -- 11,021 |



Management Technical Pay Plan MONTHLY SALARY

Effective 1/1/2024 -- 3.50% COLA

2024
mtp

| Job Code | Job Title | Points | Salary Range |
|----------|--------------------------------------------|--------|-----------------|
| 1519 | Road Operations Supervisor | 445 | 6,552 -- 8,735 |
| 1327 | Safety and Operations Manager | 367 | 5,699 -- 7,598 |
| 2132 | Solid Waste & Utilities Manager | 632 | 8,264 -- 11,021 |
| 1706 | Solid Waste Facility Operations Manager | 556 | 7,635 -- 10,180 |
| 2164 | Storm & Surface Water Operations Manager | 488 | 7,029 -- 9,371 |
| 0184 | Superior Court Operations Manager | 426 | 6,346 -- 8,461 |
| 0544 | Systems Manager | 588 | 7,860 -- 10,478 |
| 2151 | Traffic Engineering and Operations Manager | 556 | 7,635 -- 10,180 |
| 2163 | Water Resources Planning Coordinator | 515 | 7,317 -- 9,757 |
| 1321 | Water Resources Program Manager | 632 | 8,264 -- 11,021 |

Exhibit C



At-Will Pay Plan MONTHLY SALARY

2024 at-will

Effective 1/1/2024 - 3.5% COLA

| Job Code | Job Title | Salary Range | |
|----------|-----------------------------------------------------|--------------|--------|
| | | MIN | MAX |
| 1325 | Assistant County Manager | 11,567 | 15,422 |
| 1334 | Budget and Fiscal Manager | 8,455 | 11,272 |
| 1021 | Chief Civil Deputy Prosecuting Attorney | 11,350 | 15,133 |
| 1290 | Chief Deputy Assessor | 9,265 | 12,354 |
| 1291 | Chief Deputy Auditor | 9,265 | 12,354 |
| 1292 | Chief Deputy Clerk | 9,265 | 12,354 |
| 1020 | Chief of Staff - PAO | 11,350 | 15,133 |
| 0337 | Clerk of the Board | 5,255 | 7,007 |
| 0335 | Commissioner's Executive Aide | 5,622 | 7,497 |
| 2150 | County Road Engineer | 9,265 | 12,354 |
| 7025 | Department Assistant Director | 9,265 | 12,354 |
| 1305 | Director, Central Services | 10,903 | 14,537 |
| 1307 | Director, Community Planning & Economic Development | 10,903 | 14,537 |
| 1271 | Director, Emergency Services | 10,903 | 14,537 |
| 1315 | Director, Human Resources | 10,903 | 14,537 |
| 0500 | Director, Information Technology | 10,903 | 14,537 |
| 0195 | Director, Pretrial Services | 8,823 | 11,764 |
| 1306 | Director, Public Defense | 10,903 | 14,537 |
| 1311 | Director, Public Health and Social Services | 10,903 | 14,537 |
| 1319 | Director, Public Works | 10,903 | 14,537 |
| 0177 | District Court Administrator | 9,265 | 12,354 |
| 0334 | Executive Assistant to a Department | 5,255 | 7,007 |
| 0336 | Executive Assistant to an Elected Office | 5,255 | 7,007 |
| 0730 | Financial Services Manager | 9,265 | 12,354 |
| 1222 | Forensic Pathologist | 15,707 | 22,424 |
| 4640 | Health Officer | 13,628 | 18,170 |
| 1300 | Juvenile Court Administrator | 9,265 | 12,354 |
| 0925 | Law Clerk | 5,121 | 6,829 |
| 1273 | Medic One Paramedic Program Manager | 8,072 | 10,764 |
| 4440 | Public Health Division Director | 8,005 | 10,674 |
| 1317 | Senior Program Manager | 7,317 | 9,757 |
| 0175 | Superior Court Administrator | 9,265 | 12,354 |



**Non-Represented Defense Attorneys
and Deputy Prosecuting Attorneys (Civil)
MONTHLY & SEMI-MONTHLY SALARY**

Effective 1/1/2024 -- 3.5% COLA

Exhibit D

2024
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| Range | Title | | Step 1 | Step 2 | | | | | | | |
|-------|--------------------------------------------------------------|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| 01 | Defense Attorney & Deputy Prosecuting Attorney I | Monthly | 6,626 | 6,891 | | | | | | | |
| | | Semi-Monthly | 3,313.00 | 3,445.50 | | | | | | | |
| 01 | Defense Attorney & Deputy Prosecuting Attorney II | Monthly | 7,236 | 7,561 | 7,902 | 8,257 | 8,629 | 9,017 | 9,423 | 9,847 | |
| | | Semi-Monthly | 3,618.00 | 3,780.50 | 3,951.00 | 4,128.50 | 4,314.50 | 4,508.50 | 4,711.50 | 4,923.50 | |
| 01 | Defense Attorney & Deputy Prosecuting Attorney III | Monthly | 10,270 | 10,599 | 10,938 | 11,288 | 11,649 | 12,022 | 12,407 | 12,804 | |
| | | Semi-Monthly | 5,135.00 | 5,299.50 | 5,469.00 | 5,644.00 | 5,824.50 | 6,011.00 | 6,203.50 | 6,402.00 | |
| 02 | Senior Defense Attorney & Senior Deputy Prosecuting Attorney | Monthly | 10,753 | 11,161 | 11,586 | 12,026 | 12,483 | 12,957 | 13,450 | 13,961 | |
| | | Semi-Monthly | 5,376.50 | 5,580.50 | 5,793.00 | 6,013.00 | 6,241.50 | 6,478.50 | 6,725.00 | 6,980.50 | |

Salary Plan Summary

- Level 1 Defense Attorney I & Deputy Prosecuting Attorney I:
Law degree and WSBA membership required.
Incumbent moves to next step upon completion of 12 months of service and moves to DPA II upon completion of Step 2.
- Level 2 Defense Attorney II & Deputy Prosecuting Attorney II:
Requires at least 2 years of relevant law practice.
Incumbent moves to next step upon completion of 12 months of service and moves to DPA III upon completion of Step 10.
- Level 3 Defense Attorney III & Deputy Prosecuting Attorney III:
Requires at least 10 years of relevant law practice.
Incumbent moves to next step upon completion of 12 months of service.
- Level 4 Senior Defense Attorney & Senior Deputy Prosecuting Attorney:
Attorneys who attain Step 8 or greater may be advanced to this level at the discretion of the Appointing Authority.
Placement is at next step above incumbent's current level that realizes at least a 5% increase.

New Hires Maximum placement is the step equivalent to the number of years of relevant experience since acceptance to the bar.

11/8/2023