



**FRANKLIN COUNTY RESOLUTION \_\_\_\_\_**

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FRANKLIN COUNTY, WASHINGTON**

***APPROVAL OF A 2021 COST OF LIVING ADJUSTMENT FOR  
NON-BARGAINING POSITIONS CLASSIFIED ON THE NB75 AND NB80 SALARY MATRICES***

**WHEREAS**, the Board of Franklin County Commissioners acknowledges the importance of County employees in delivering services to the Citizens of Franklin County; and

**WHEREAS**, the Board of Franklin County Commissioners endeavors to balance meeting the County's financial obligations and the desire to provide adequate compensation to our valued employees; and

**WHEREAS**, the Board of Franklin County Commissioners desires to implement a cost of living adjustment (COLA) for non-bargaining employees; and

**WHEREAS**, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of Franklin County.

**NOW, THEREFORE IT IS HEREBY RESOLVED** the Franklin County Board of Commissioners adopts the attached *2021 Franklin County 7.5 Hour Non-Bargaining Seven Step Matrix* and the *2021 Franklin County 8 hour Non-Bargaining Seven Step Matrix*, which reflect a one and one-half percent COLA.

**DATED** this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

**BOARD OF COUNTY COMMISSIONERS  
FRANKLIN COUNTY, WASHINGTON**

\_\_\_\_\_

Chair

\_\_\_\_\_

Chair Pro Tem

ATTEST:

\_\_\_\_\_

Member

\_\_\_\_\_

Clerk of the Board

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2021 FRANKLIN COUNTY 7.5 HOUR NON-BARGAINING SEVEN STEP MATRIX								
<i>Annual amounts are based on 1950 hours/year</i>								
		1	2	3	4	5	6	7
	23	100,132.50	105,183.00	110,448.00	116,083.50	121,894.50	128,017.50	134,433.00
Bi-Weekly		3,851.25	4,045.50	4,248.00	4,464.75	4,688.25	4,923.75	5,170.50
7.5 Hr Hourly		51.35	53.94	56.64	59.53	62.51	65.65	68.94
7.5 Hr OT		77.03	80.91	84.96	89.30	93.77	98.48	103.41
	22	91,026.00	95,608.50	100,405.50	105,514.50	110,799.00	116,376.00	122,206.50
Bi-Weekly		3,501.00	3,677.25	3,861.75	4,058.25	4,261.50	4,476.00	4,700.25
7.5 Hr Hourly		46.68	49.03	51.49	54.11	56.82	59.68	62.67
7.5 Hr OT		70.02	73.55	77.24	81.17	85.23	89.52	94.01
	21	82,738.50	86,911.50	91,260.00	95,920.50	100,717.50	105,787.50	111,091.50
Bi-Weekly		3,182.25	3,342.75	3,510.00	3,689.25	3,873.75	4,068.75	4,272.75
7.5 Hr Hourly		42.43	44.57	46.80	49.19	51.65	54.25	56.97
7.5 Hr OT		63.65	66.86	70.20	73.79	77.48	81.38	85.46
	20	75,211.50	78,994.50	82,953.00	87,184.50	91,552.50	96,154.50	100,971.00
Bi-Weekly		2,892.75	3,038.25	3,190.50	3,353.25	3,521.25	3,698.25	3,883.50
7.5 Hr Hourly		38.57	40.51	42.54	44.71	46.95	49.31	51.78
7.5 Hr OT		57.86	60.77	63.81	67.07	70.43	73.97	77.67
	19	68,367.00	71,799.00	75,406.50	79,248.00	83,226.00	87,399.00	91,786.50
Bi-Weekly		2,629.50	2,761.50	2,900.25	3,048.00	3,201.00	3,361.50	3,530.25
7.5 Hr Hourly		35.06	36.82	38.67	40.64	42.68	44.82	47.07
7.5 Hr OT		52.59	55.23	58.01	60.96	64.02	67.23	70.61
	18	62,146.50	65,266.50	68,542.50	72,033.00	75,640.50	79,443.00	83,440.50
Bi-Weekly		2,390.25	2,510.25	2,636.25	2,770.50	2,909.25	3,055.50	3,209.25
7.5 Hr Hourly		31.87	33.47	35.15	36.94	38.79	40.74	42.79
7.5 Hr OT		47.81	50.21	52.73	55.41	58.19	61.11	64.19
	17	56,491.50	59,319.00	62,302.50	65,481.00	68,757.00	72,208.50	75,855.00
Bi-Weekly		2,172.75	2,281.50	2,396.25	2,518.50	2,644.50	2,777.25	2,917.50
7.5 Hr Hourly		28.97	30.42	31.95	33.58	35.26	37.03	38.90
7.5 Hr OT		43.46	45.63	47.93	50.37	52.89	55.55	58.35
	16	51,343.50	53,917.50	56,628.00	59,514.00	62,497.50	65,637.00	68,952.00
Bi-Weekly		1,974.75	2,073.75	2,178.00	2,289.00	2,403.75	2,524.50	2,652.00
7.5 Hr Hourly		26.33	27.65	29.04	30.52	32.05	33.66	35.36
7.5 Hr OT		39.50	41.48	43.56	45.78	48.08	50.49	53.04
	15	46,663.50	49,003.50	51,480.00	54,093.00	56,803.50	59,670.00	62,673.00
Bi-Weekly		1,794.75	1,884.75	1,980.00	2,080.50	2,184.75	2,295.00	2,410.50
7.5 Hr Hourly		23.93	25.13	26.40	27.74	29.13	30.60	32.14
7.5 Hr OT		35.90	37.70	39.60	41.61	43.70	45.90	48.21
	14	42,412.50	44,538.00	46,800.00	49,159.50	51,636.00	54,229.50	56,959.50
Bi-Weekly		1,631.25	1,713.00	1,800.00	1,890.75	1,986.00	2,085.75	2,190.75
7.5 Hr Hourly		21.75	22.84	24.00	25.21	26.48	27.81	29.21
7.5 Hr OT		32.63	34.26	36.00	37.82	39.72	41.72	43.82
	13	38,551.50	40,482.00	42,529.50	44,674.50	46,917.00	49,276.50	51,772.50
Bi-Weekly		1,482.75	1,557.00	1,635.75	1,718.25	1,804.50	1,895.25	1,991.25
7.5 Hr Hourly		19.77	20.76	21.81	22.91	24.06	25.27	26.55
7.5 Hr OT		29.66	31.14	32.72	34.37	36.09	37.91	39.83
	12	35,041.50	36,796.50	38,649.00	40,599.00	42,646.50	44,791.50	47,053.50
Bi-Weekly		1,347.75	1,415.25	1,486.50	1,561.50	1,640.25	1,722.75	1,809.75
7.5 Hr Hourly		17.97	18.87	19.82	20.82	21.87	22.97	24.13
7.5 Hr OT		26.96	28.31	29.73	31.23	32.81	34.46	36.20

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		1	2	3	4	5	6	7
	11	31,843.50	33,442.50	35,119.50	36,894.00	38,746.50	40,696.50	42,763.50
Bi-Weekly		1,224.75	1,286.25	1,350.75	1,419.00	1,490.25	1,565.25	1,644.75
7.5 Hr Hourly		16.33	17.15	18.01	18.92	19.87	20.87	21.93
7.5 Hr OT		24.50	25.73	27.02	28.38	29.81	31.31	32.90
	10	28,918.50	30,381.00	31,902.00	33,520.50	35,217.00	36,991.50	38,863.50
Bi-Weekly		1,112.25	1,168.50	1,227.00	1,289.25	1,354.50	1,422.75	1,494.75
7.5 Hr Hourly		14.83	15.58	16.36	17.19	18.06	18.97	19.93
7.5 Hr OT		22.25	23.37	24.54	25.79	27.09	28.46	29.90
	9		27,592.50	28,977.00	30,459.00	31,999.50	33,618.00	35,314.50
Bi-Weekly			1,061.25	1,114.50	1,171.50	1,230.75	1,293.00	1,358.25
7.5 Hr Hourly			14.15	14.86	15.62	16.41	17.24	18.11
7.5 Hr OT			21.23	22.29	23.43	24.62	25.86	27.17

POSITION	GRADE	POSITION	GRADE
Chief Appraiser	19	Facilities and Grounds Coordinator	14
Chief Deputy Assessor	18	Administrative Assistant (OPD)	14
Probation Officer	17	Office Assistant (County Admin)	14
Administrative Assistant (County Admin)	16	Confidential Secretary	14
Building Inspector II	16	Legal Process Supervisor	14
Financial Systems Analyst	16	Office Assistant	13
Clerk of the Board	15	Facilities Maintenance Technician	13
Probation Officer/Work Crew Supervisor	15	Seasonal Groundskeeper	10
Planner I	15	Commissary/Visitation Clerk	9
Building Inspector I	15		

2021 FRANKLIN COUNTY 8 HOUR NON-BARGAINING SEVEN STEP MATRIX								
Annual amounts are based on 2080 hours/year								
		1	2	3	4	5	6	7
	23	106,808.00	112,195.20	117,811.20	123,822.40	130,020.80	136,552.00	143,395.20
Bi-Weekly		4,108.00	4,315.20	4,531.20	4,762.40	5,000.80	5,252.00	5,515.20
8 Hr Hourly		51.35	53.94	56.64	59.53	62.51	65.65	68.94
8 Hr OT		77.03	80.91	84.96	89.30	93.77	98.48	103.41
	22	97,094.40	101,982.40	107,099.20	112,548.80	118,185.60	124,134.40	130,353.60
Bi-Weekly		3,734.40	3,922.40	4,119.20	4,328.80	4,545.60	4,774.40	5,013.60
8 Hr Hourly		46.68	49.03	51.49	54.11	56.82	59.68	62.67
8 Hr OT		70.02	73.55	77.24	81.17	85.23	89.52	94.01
	21	88,254.40	92,705.60	97,344.00	102,315.20	107,432.00	112,840.00	118,497.60
Bi-Weekly		3,394.40	3,565.60	3,744.00	3,935.20	4,132.00	4,340.00	4,557.60
8 Hr Hourly		42.43	44.57	46.80	49.19	51.65	54.25	56.97
8 Hr OT		63.65	66.86	70.20	73.79	77.48	81.38	85.46
	20	80,225.60	84,260.80	88,483.20	92,996.80	97,656.00	102,564.80	107,702.40
Bi-Weekly		3,085.60	3,240.80	3,403.20	3,576.80	3,756.00	3,944.80	4,142.40
8 Hr Hourly		38.57	40.51	42.54	44.71	46.95	49.31	51.78
8 Hr OT		57.86	60.77	63.81	67.07	70.43	73.97	77.67
	19	72,924.80	76,585.60	80,433.60	84,531.20	88,774.40	93,225.60	97,905.60
Bi-Weekly		2,804.80	2,945.60	3,093.60	3,251.20	3,414.40	3,585.60	3,765.60
8 Hr Hourly		35.06	36.82	38.67	40.64	42.68	44.82	47.07
8 Hr OT		52.59	55.23	58.01	60.96	64.02	67.23	70.61
	18	66,289.60	69,617.60	73,112.00	76,835.20	80,683.20	84,739.20	89,003.20
Bi-Weekly		2,549.60	2,677.60	2,812.00	2,955.20	3,103.20	3,259.20	3,423.20
8 Hr Hourly		31.87	33.47	35.15	36.94	38.79	40.74	42.79
8 Hr OT		47.81	50.21	52.73	55.41	58.19	61.11	64.19
	17	60,257.60	63,273.60	66,456.00	69,846.40	73,340.80	77,022.40	80,912.00
Bi-Weekly		2,317.60	2,433.60	2,556.00	2,686.40	2,820.80	2,962.40	3,112.00
8 Hr Hourly		28.97	30.42	31.95	33.58	35.26	37.03	38.90
8 Hr OT		43.46	45.63	47.93	50.37	52.89	55.55	58.35
	16	54,766.40	57,512.00	60,403.20	63,481.60	66,664.00	70,012.80	73,548.80
Bi-Weekly		2,106.40	2,212.00	2,323.20	2,441.60	2,564.00	2,692.80	2,828.80
8 Hr Hourly		26.33	27.65	29.04	30.52	32.05	33.66	35.36
8 Hr OT		39.50	41.48	43.56	45.78	48.08	50.49	53.04
	15	49,774.40	52,270.40	54,912.00	57,699.20	60,590.40	63,648.00	66,851.20
Bi-Weekly		1,914.40	2,010.40	2,112.00	2,219.20	2,330.40	2,448.00	2,571.20
8 Hr Hourly		23.93	25.13	26.40	27.74	29.13	30.60	32.14
8 Hr OT		35.90	37.70	39.60	41.61	43.70	45.90	48.21
	14	45,240.00	47,507.20	49,920.00	52,436.80	55,078.40	57,844.80	60,756.80
Bi-Weekly		1,740.00	1,827.20	1,920.00	2,016.80	2,118.40	2,224.80	2,336.80
8 Hr Hourly		21.75	22.84	24.00	25.21	26.48	27.81	29.21
8 Hr OT		32.63	34.26	36.00	37.82	39.72	41.72	43.82
	13	41,121.60	43,180.80	45,364.80	47,652.80	50,044.80	52,561.60	55,224.00
Bi-Weekly		1,581.60	1,660.80	1,744.80	1,832.80	1,924.80	2,021.60	2,124.00
8 Hr Hourly		19.77	20.76	21.81	22.91	24.06	25.27	26.55
8 Hr OT		29.66	31.14	32.72	34.37	36.09	37.91	39.83
	12	37,377.60	39,249.60	41,225.60	43,305.60	45,489.60	47,777.60	50,190.40
Bi-Weekly		1,437.60	1,509.60	1,585.60	1,665.60	1,749.60	1,837.60	1,930.40
8 Hr Hourly		17.97	18.87	19.82	20.82	21.87	22.97	24.13
8 Hr OT		26.96	28.31	29.73	31.23	32.81	34.46	36.20

RESOLUTION: 2020 -

effective January 1, 2021

		1	2	3	4	5	6	7
	11	33,966.40	35,672.00	37,460.80	39,353.60	41,329.60	43,409.60	45,614.40
Bi-Weekly		1,306.40	1,372.00	1,440.80	1,513.60	1,589.60	1,669.60	1,754.40
8 Hr Hourly		16.33	17.15	18.01	18.92	19.87	20.87	21.93
8 Hr OT		24.50	25.73	27.02	28.38	29.81	31.31	32.90
	10	30,846.40	32,406.40	34,028.80	35,755.20	37,564.80	39,457.60	41,454.40
Bi-Weekly		1,186.40	1,246.40	1,308.80	1,375.20	1,444.80	1,517.60	1,594.40
8 Hr Hourly		14.83	15.58	16.36	17.19	18.06	18.97	19.93
8 Hr OT		22.25	23.37	24.54	25.79	27.09	28.46	29.90
	9		29,432.00	30,908.80	32,489.60	34,132.80	35,859.20	37,668.80
Bi-Weekly			1,132.00	1,188.80	1,249.60	1,312.80	1,379.20	1,448.80
8 Hr Hourly			14.15	14.86	15.62	16.41	17.24	18.11
8 Hr OT			21.23	22.29	23.43	24.62	25.86	27.17

POSITION	GRADE	POSITION	GRADE
Public Works Director	22	Human Resources Generalist	17
Chief Deputy Prosecuting Attorney	22	Administrative Assistant (PW)	17
Assistant Public Works Director/County Engineer	22	Chief Deputy Coroner	17
Human Resources Director	21	Network Analyst II	17
Senior Deputy Prosecuting Attorney	21	GIS Manager	17
General Manager	21	Road Supervisor	17
Information Services Director	21	Financial Specialist	16
Planning & Building Director	21	Elections Administrator	16
Professional Land Surveyor	20	Administrative Assistant (Aud)	16
Deputy Prosecutor II	20	Solid Waste Educator/Coordinator	16
Director of Finance	20	Financial Systems Analyst (8 hour)	16
Director of Audit Services	20	Planning & Building Services Administrator	16
Information Services Assistant Director	20	Clerk's Financial Manager	15
Office Administrator/Child Support Director	19	Administrative Assistant (DC)	15
District Court Administrator/Probation Director	19	Accounting Specialist	15
Building Official	19	Investigator	14
Facilities Director	19	Human Resources Specialist	14
Communications Engineer	19	Office Manager (HAPO Center)	13
Administrative Accountant	19	RV Park Caretaker	12
Chief Deputy Treasurer	19	PT Records Clerk (PW)	11
Accounting Supervisor	19	Facilities (HAPO Center)	11
Finance Manager	19	Office Assistant (PW)	11
Shop Supervisor	18	Temporary Maint Tech (Flagger)	10
Systems Analyst (IS)	18		
Chief Deputy Clerk	18		
Event Manager	18		
Operations Manager	18		
Sales/Box Office Manager	18		