

# AGENDA REQUEST FORM

Return completed form and complete agenda item to the Clerk of the Board  
Yakima County Commissioners' Office, Room 232

Prepared by:  
Gail Hall, Judy Kendall, Tammi Spencer

Department: Human Resources

Requested Agenda Date: 10/18/2022

Presenting: Jacqui Lindsay

Document Title:

IN THE MATTER OF ADOPTING A 2022-2024 PAY PLAN FOR NON-REPRESENTED ATTORNEYS FOR YAKIMA COUNTY

Action Requested: *Check Applicable Box*

- PASS RESOLUTION     EXECUTE or AMEND **AGREEMENT** CONTRACT or GRANT  
 ISSUE PROCLAMATION     PASS ORDINANCE     OTHER \_\_\_\_\_

Describe Fiscal Impact:

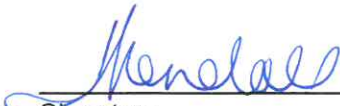
Background Information:

Summary & Recommendation:

HR recommends the approval of the above.

Motion:

Department Head/ Elected Official

  
Signature  
for Jacquie Lindsay

**AGREEMENT** Attached Is Approved as to Form  
Corporate Counsel Initial \_\_\_\_\_

*Board of County Commissioners Record Assigned*

#

## 257 - 2022

APPROVED FOR AGENDA:

Consent                       Regular  
*Board of County Commissioners Determined*

*Late Agenda Requests Require BOCC Chairman Signature:*

\_\_\_\_\_

**BOARD OF YAKIMA COUNTY COMMISSIONERS  
RESOLUTION**

**IN THE MATTER OF ADOPTING A 2022 –  
2024 PAY PLAN FOR NON-  
REPRESENTED ATTORNEYS FOR  
YAKIMA COUNTY**

**257-2022**

**WHEREAS**, the Board of Yakima County Commissioners has determined that because of the urgent need in the Prosecuting Attorney’s Office and Department of Assigned Counsel, it would be in the best interest of Yakima County and the employees thereof to adopt a revised pay plan for 2022 – 2024 for non-represented attorneys of Yakima County; **and**,

**WHEREAS**, the Board of Yakima County Commissioners has determined that the Attorney Pay Plan shown in Exhibit “A” be increased based on recent market survey data; **and**,

**WHEREAS**, the Board of Yakima County Commissioners has determined that non-represented full-time and part-time budgeted employees covered by the Attorney’s pay plan and hired on or before December 31, 2022, shall be eligible to advance one step, if available, on July 1, 2023. A step is “available” if the employee has not reached the maximum step allowed as set forth in Exhibit “A”. Employees receiving a Step Increase July 1, 2023, will have their future step date set as July 1, 2024. Employees that promote or advance pay bands or are reclassified shall have their future step date set 12 months from the date of promotion, advancement, or reclassification. Employees hired on or after January 1, 2023, will have their future step dates set 12 months from their date of hire; **and**;

**WHEREAS**, the Temporary Hiring Enhancement Program providing a hiring bonus for newly hired attorneys will be discontinued effective upon the signing of this resolution; **now, therefore**,

**BE IT HEREBY RESOLVED** by the Board of Yakima County Commissioners that the Pay Plan for Yakima County Attorneys listed above is adopted as set forth in Exhibit “A”, which is attached hereto and incorporated herein by reference; **and**,

**BE IT FURTHER RESOLVED** by the Board of Yakima County Commissioners that the new Pay Plan shall be effective on November 1, 2022; **and**,

**BE IT FURTHER RESOLVED** by the Board of Yakima County Commissioners that step increases for eligible employees shall occur on July 1, 2023, continuing on a 12-month basis; **and**,

**BE IT FURTHER RESOLVED** that the Temporary Enhancement Hiring Program be discontinued upon the signing of this resolution; **now, therefore**,

**BOARD OF YAKIMA COUNTY COMMISSIONERS  
RESOLUTION**

**BE IT FURTHER RESOLVED** by the Board of Yakima County Commissioners that the Human Resources Department, County Auditor, and other County departments are hereby directed to implement the terms of this resolution.

**DONE** this 18<sup>th</sup> day of October 2022.

*Attest:*

\_\_\_\_\_  
Julie Lawrence, Clerk of the Board *or*  
Erin Franklin, Deputy Clerk of the Board

\_\_\_\_\_  
Amanda McKinney, Chair

\_\_\_\_\_  
LaDon Linde, Commissioner

\_\_\_\_\_  
Ron Anderson, Commissioner  
*Constituting the Board of County Commissioners  
for Yakima County, Washington*

**Exhibit A**

**2022 Attorney Pay Plan  
Effective November 1, 2022**

<b>Class</b>	<b>Pay Type</b>	<b>Inc 1</b>	<b>Inc 2</b>	<b>Inc 3</b>	<b>Inc 4</b>	<b>Inc 5</b>	<b>Inc 6</b>	<b>Inc 7</b>	<b>Inc 8</b>	<b>Inc 9</b>	<b>Inc 10</b>	<b>Inc 11</b>
Attorney I	Annual	80,100	81,702	83,336	85,003	86,703						
	Monthly	6,675	6,809	6,945	7,084	7,225						
	Hourly	38.51	39.28	40.07	40.87	41.68						
Attorney II	Annual	89,304	91,090	92,912	94,770	96,665	98,599	100,571				
	Monthly	7,442	7,591	7,743	7,898	8,055	8,217	8,381				
	Hourly	42.93	43.79	44.67	45.56	46.47	47.40	48.35				
Attorney III	Annual	101,074	103,095	105,157	107,260	109,405	111,593	113,825				
	Monthly	8,423	8,591	8,763	8,938	9,117	9,299	9,485				
	Hourly	48.59	49.56	50.56	51.57	52.60	53.65	54.72				
Attorney IV	Annual	115,248	117,553	119,904	122,302	124,748	127,243	129,788	132,384	135,031	137,732	140,487
	Monthly	9,604	9,796	9,992	10,192	10,396	10,604	10,816	11,032	11,253	11,478	11,707
	Hourly	55.41	56.52	57.65	58.80	59.98	61.17	62.40	63.65	64.92	66.22	67.54
Chief Deputy	Annual	141,189	144,013	146,893	149,831	152,828						
	Monthly	11,766	12,001	12,241	12,486	12,736						
	Hourly	67.88	69.24	70.62	72.03	73.47						

**Step Advancements:**

Non-represented full-time and part-time budgeted employees covered by the Attorney's pay plan and hired on or before December 31, 2022, shall be eligible to advance one step, if available, on July 1, 2023.

A step is "available" if the employee has not reached the maximum increment allowed as set forth above.

Employees receiving a Step Increase July 1, 2023, will have their future step date set as July 1, 2024.

Employees that promote or advance pay bands or are reclassified shall have their future step date set 12 months from the date of promotion, advancement, or reclassification.

Employees hired on or after January 1, 2023, will have their future step dates set 12 months from their date of hire.

*Note: Movement between Pay Bands is subject to Yakima Board of County Commissioner approval.*