



YAKIMA COUNTY

2016 SALARY SURVEY

**Benchmarks Representing All Non-Management Classes in
the Decision Band Method of Classification**

September 2016

2016 Salary Survey Summary

Data Collection: Yakima County performs a survey on an annual basis to assess the salaries of comparable entities. The methodology used is outlined in the Yakima County Classification and Compensation Policy. Of the 16 entities requested to participate, 12 responded. Those that responded include:

Entity
Private Employer
City of Kennewick
City of Richland
City of Spokane
City of Yakima
County - Benton
County - Clark
County - Kitsap
County - Spokane
County - Thurston
County - Whatcom
State of Washington - Department of Personnel

Insufficient data was received regarding additional compensation both paid and unpaid, voluntary benefits paid for by the employer and cost savings measures and therefore not included in this report.

The following positions were not surveyed as they have been eliminated in 2016:

- Labor Relations Manager D62

Data was collected for following positions but not used in the Survey Statistics reports:

- Attorney I - IV – Separate Pay Plan

Data Collection Process

Job Description and salary information was retrieved by first accessing the entity website, matched to the County's position and then sent to each entity contact to verify. Entities were given 30 days to respond. Matches were found for most positions; however, the information provided in this report is for all non-management classes.

Note: Court Reporter, Certified Court Interpreter and Systems Programmer positions were evaluated within their respective pay grades of A12, B23 and C41 and not at their premium rates.

Pay Grade Changes: The following positions have changed pay grades since the last published survey:

- Heavy Equipment Operator B25 (formerly B24) - June 2016
- Mechanic B24 (formerly B23) – September 2016
- Planning Director D64 (formerly D72) - January 2016

County Salary Reporting: Pay plans in effect for non-bargaining and bargaining positions as of April 2016 were used.

Salary Cost of Living (SCOLI) Information: Salary Cost of Living data used in the calculation of SCOLI is as of April 15, 2016 (www.salary.com).

Entity	SCOLI Location	% SCOLI Salary	%SCOLI Factor
City - Richland	Richland	1.0	1.000
City of Kennewick	Kennewick	1.0	1.000
City of Spokane	Spokane	1.068	1.068
City of Yakima	Yakima	1.0	1.000
Clinic - Yakima Valley Farm Workers Clinic	Yakima	1.0	1.000
County - Benton	Kennewick	1.0	1.000
County - Clark	Portland, OR	-0.906	0.906
County - Cowlitz	Portland, OR	-0.906	0.906
County - Kitsap	Bremerton	-0.845	0.845
County - Spokane	Spokane	1.068	1.068
County - Thurston	Olympia	-0.958	0.958
County - Whatcom	Bellingham	-0.906	0.906
Hospital - Yakima Regional	Yakima	1.0	1.000
Hospital - Yakima Valley Memorial	Yakima	1.0	1.000
School District - Yakima	Yakima	1.0	1.000

Benchmark Report:

Benchmarks were surveyed for all DBM classifications, A11 to E82

Benchmarks for classifications Attorney I – IV were reported as a range I- IV due to an alternate pay plan under the County's Classification and Compensation Policy.

Those entities that reported flat salary rates (1 rate of pay), the flat rate was used for both entry and maximum rates.

- Agency Responses with flat rates
 - Spokane County - Shop Worker - Motor Pool - ER&R
 - Kitsap County - Truck Driver - Single Axle
 - Spokane County Road Maintenance Specialist 2
 - Clark County - Facilities Maintenance Specialist
 - Kitsap County - Operator

Benchmark summaries for the positions of Systems Programmer (Benchmark #15) and Maintenance Specialist (Benchmark #53) are not included as these classifications are under review.

Survey Statistics for Non-Exempt Pay Grades A11- C45 include the following reports:

- Premium Pay
- County Salaries Compared to Market Survey Trendlines and Lowpoint and Highpoint

Reports include analysis of non-exempt classifications in Pay Grades A11 to C45

Reports exclude the following classifications:

- Certified Court Interpreter (has less than 5 valid job matches)
- Court Reporter (a single position classification that is always in premium)
- Heavy Equipment Operator – (has less than 5 valid job matches)
- Maintenance Specialist – (classification under review)
- Systems Programmer (classification under review)

BOARD OF YAKIMA COUNTY COMMISSIONERS

IN THE MATTER OF REVISING)
POLICY HR-001, YAKIMA COUNTY) **RESOLUTION 352-2015**
CLASSIFICATION AND COMPENSATION POLICY)

WHEREAS, the Board of Yakima County Commissioners has determined the need to revise Policy No. HR-001, Yakima County Classification and Compensation Policy to update the list of positions excluded from the salary schedule; change the language for voluntary demotions or employees that apply for positions in lower classifications; and remove references to Anniversary and Increment dates; and

WHEREAS, the Board of Yakima County Commissioners has determined the revised policy should be effective October 1, 2015; and

WHEREAS, Policy No. HR-001 has been revised as stated above; now, therefore,

BE IT HEREBY RESOLVED by the Board of Yakima County Commissioners that Policy No. HR-001, Yakima County Classification and Compensation Policy be revised effective October 1, 2015, and adopted.

DONE this 29th day of September, 2015



Tiera L. Girard

Attest: Tiera L. Girard
Clerk of the Board

J. Rand Elliott

J. Rand Elliott, Chairman

Michael D. Leita

Michael D. Leita, Commissioner

EXCUSED

Kevin J. Bouchey, Commissioner

*Constituting the Board of County Commissioners
for Yakima County, Washington*

**YAKIMA COUNTY
CLASSIFICATION AND COMPENSATION POLICY
POLICY NO. HR-001**

I. PURPOSE

It is the philosophy of Yakima County to support recruitment and motivation of well qualified, productive employees and to encourage and recognize activities that make a positive difference in the lives of Yakima County residents. The County therefore desires to recruit and retain individuals who demonstrate initiative, high ethical standards, team orientation and a willingness to accept responsibility for performance. The County recognizes that motivation is critical to the success of employees in achieving its overall mission, goals and objectives. Appropriate developmental and advancement opportunities, recognition for above standard performance and support for employee initiative and creative problems solving will motivate employees toward achievement of County goals.

To support this philosophy Yakima County brings together the elements of timing, public and employee relations, planning, organization and legal concerns in the complex set of management tools which comprise the Yakima County Classification and Compensation System. These management tools include a classification structure which defines the body of work performed, a compensation structure which provides fair and equitable compensation for that work and administrative policies and procedures.

This policy supersedes all previous Classification and Compensation (08/01/99, 01/01/02, 11/21/11, and 01/01/12), Exempt Compensation and Performance Appraisal (01/01/01), Performance Appraisal and Merit (05/04/99), and Step Placement for Voluntary Demotions (02/07/00) policies and/or procedures. Provisions of negotiated labor contracts which conflict with this policy take precedence over this policy to the extent applicable.

II. COMPENSATION

A. STATEMENT OF POLICY

It is the policy of Yakima County to establish a compensation system that will allow the County to effectively compete for qualified personnel and to ensure that salaries are equitable and commensurate with the duties performed by each employee.

A salary schedule (pay plan) shall be adopted by the Board of County Commissioners and shall apply to all employees, excluding Department Heads who report directly to the Board of County Commissioners, the Clerk of the Board of County Commissioners, and the Court Administrator. Copies of the salary schedule (pay plan) are available in the Human Resources Department.

As individual positions are studied through the Decision Band Method (DBM) of job evaluation, they will be allocated to classifications within the DBM classification structure and placed in the DBM Pay Plan.

B. DECISION BAND METHOD PAY PLANS

1. ***Philosophy:*** Based upon the Decision Band Method of job evaluation, the Yakima County Compensation Structure shall reflect both internal equity and external parity with the labor markets in which the County must compete. Compensation structure recommendations shall include consideration of the salary range structure as well as all other compensation received by employees. The compensation structure shall consist of a *Base Salary Pay Plan* as well as additional “shadow” *Market Parity* pay ranges for classifications which meet the criteria below.
 2. ***Base Salary Pay Plan Ranges:*** All classifications shall have a base salary range which may be modified periodically by the Board of County Commissioners based on labor market data and the County’s economic position. The base salary pay plan structure shall reflect the relative internal value relationship of classes as established in the classification structure through the Decision Band Method (DBM) of job evaluation. Base salary ranges shall also reflect the comparable labor market as shown on market trend lines statistically determined from salary survey information. Each base salary range will be divided into 14 data points.
 3. ***Salary Survey Methodology:*** The Board of County Commissioners may periodically decide to update labor market data for their use in establishing base salary ranges for classifications within the DBM classification system. When appropriate, updated labor market data shall be obtained by surveying the County’s comparable labor market. The Salary Survey will consist of: a Benchmark Job Analysis, a determination of the County’s Labor Market; and a Salary Survey Analysis Methodology to analyze Survey data.
 - 3.1. ***Benchmark Job Analysis:*** Benchmark classifications are those County jobs that are likely to have similar characteristics with other organizations and are standards against which the pay of other jobs can be compared. Benchmarks utilized for the Salary Survey will be selected using the following guidelines:
 - 3.1.1. Benchmarks should be selected from throughout the DBM structure such that all Bands, Grades, and Subgrades are represented.
 - 3.1.2. Benchmarks should include a minimum of three representative job classifications within each Band, Grade, and Subgrade,
 - 3.1.3. Benchmarks should be fairly accurate representations of all job classifications within each Band, Grade, and Subgrade,
 - 3.1.4. Benchmarks should be readily recognizable by survey participants and should be typical jobs that would exist in the organizations to be surveyed., and
 - 3.1.5. Benchmarks should include job classifications that contain a number of employees.
- Labor Market:*** The determination of the County’s labor market(s) is a critical step in obtaining relevant compensation comparables. The following guidelines will be used to select organizations for survey:
- 3.1.6. Jurisdictions selected for survey should serve a similar size population and should have a similar character to Yakima County.

- 3.1.7. Employers selected for survey should employ between 500 to 2,000 employees and should have a workforce similar to Yakima County's composition.
 - 3.1.8. Washington State Departments selected for survey should have a workforce similar to Yakima County's composition.
 - 3.1.9. The labor market for defined and operational level classes (DBM levels "A" and "B") will consist, at a minimum, of public and private sector employers within Yakima, Kittitas, and Benton Counties.
 - 3.1.10. The labor market for process level classes (DBM level "C") will generally include cities and counties within the State of Washington as well as the Washington State Departments appropriate for the class.
 - 3.1.11. The labor market for management and executive level classes (DBM "D" and "E") will include cities and counties within the State of Washington as well as Washington State Departments appropriate for the class.
4. ***Salary Survey Analysis Methodology:*** Survey information obtained as a result of the Salary Survey for DBM levels A11, A12, A13, B21, B22, B23, B24/B51, B25/B32, C41, C42, C43, C44/C51, and C45/C52 will be compiled and analyzed in accordance with the following methodology:
- 4.1. An Adjusted Salary for each participant's reported benchmark will be calculated by normalizing the reported wages to an annual salary comprised of a 40 hour work week, a 173.3 hour work month, and a 2,080 hour work year.
 - 4.2. A Minimum, Midpoint, and Maximum Adjusted Salary will be calculated as follows for each benchmark reported by all respondents.
 - 4.2.1. The Minimum Adjusted Salary will be the respondent's lowest reported Adjusted Salary for the benchmark.
 - 4.2.2. The Midpoint Adjusted Salary for pay ranges having an odd number of increments will be the respondent's Adjusted Salary for the middle increment of the benchmark. The Midpoint Adjusted Salary for pay ranges having an even number of increments will be calculated as the average of the respondent's Adjusted Salaries of the two middle increments.
 - 4.2.3. The Maximum Adjusted Salary will be the respondent's highest reported Adjusted Salary for the benchmark.
 - 4.3. The Minimum, Midpoint, and Maximum Adjusted Salaries will be standardized to the Yakima County labor market by multiplying each Adjusted Salary by a Salary Cost of Living Index (SCOLI) factor to obtain a SCOLI Minimum Salary, a SCOLI Midpoint Salary, and a SCOLI Maximum Salary.

- 4.3.1. The Salary.com website will be used to obtain SCOLI information. The SCOLI factor for each survey participant will be calculated using the Salary Survey participant's closest city as the "Current Location" and the City of Yakima as the "New Location" on the Cost of Living calculator.
- 4.3.2. The SCOLI factor will be set at 100% for participants within the local labor market. The SCOLI factor for participants outside the local labor market will be calculated as a ratio of the participant's SCOLI divided by Yakima County's SCOLI, not to exceed 100%.
- 4.4. The medians (50th percentiles) of the SCOLI Minimum, SCOLI Midpoint, and SCOLI Maximum Salaries will be calculated for each benchmark.
 - 4.4.1. The SCOLI Minimum Median for each benchmark will be the median value of the SCOLI Minimums reported by all respondents for the benchmark.
 - 4.4.2. The SCOLI Midpoint Median for each benchmark will be the median value of the SCOLI Midpoints reported by all respondents for the benchmark
 - 4.4.3. The SCOLI Maximum Median for each benchmark will be the median value of the SCOLI Maximums reported by all respondents for the benchmark
- 4.5. The County Low Salary, the County Midpoint Salary, and the County High Salary for each benchmark will be calculated using the current County Base Pay Plan.
 - 4.5.1. The County Low Salary is the lowest County Salary for the benchmark.
 - 4.5.2. The County Midpoint Salary for pay ranges having an odd number of increments is the salary for the middle increment of the benchmark. The County Midpoint Salary for pay ranges having an even number of increments is calculated as the average of the salaries of the two middle increments of the benchmark.
 - 4.5.3. The County High Salary is the highest County Salary for the benchmark.
- 4.6. Trend lines for the Market Low, the Market Midpoint, and the Market High will be calculated using linear regression. Each trend line will be expressed in terms of a linear equation $y = mx + b$ where y returns the Market Salary Values, m is the slope of the trend line, x is the current base salary for the Band, Grade and Subgrade, and b is the constant value where the trend line crosses the y axis at $x = 0$.
 - 4.6.1. The Market Low Trend Line regression analysis will use the County Low Salary values as the "X" values and the SCOLI Minimum Salaries as the "Y" values for each benchmark. The Market Low value for each benchmark will be determined by intersecting the benchmark's County Low Salary with the trend line.
 - 4.6.2. The Market Midpoint Trend Line regression analysis will use the County Midpoint Salary values as the "X" values and the SCOLI Midpoint Salaries as the "Y" values for each benchmark. The Market Midpoint value for each

benchmark will be determined by intersecting the benchmark's County Midpoint Salary with the trend line.

- 4.6.3. The Market High Trend Line regression analysis will use the County High Salary values as the "X" values and the SCOLI High Salaries as the "Y" values for each benchmark. The Market High value for each benchmark will be determined by intersecting the benchmark's County High Salary with the trend line.
5. **Salary Range Structure:** The Yakima County salary range structure shall provide sufficient breadth to recognize increased value to the County. Salary range spans are calculated using the SCOLI Low Salary and SCOLI High Salary for DBM levels A11, A12, A13, B21, B22, B23, B24/B51, B25/B32, C41, C42, C43, C44/C51, and C45/C52 determined as part of the Salary Survey Analysis Methodology as follows:
 - 5.1. The Market Entry Salary and the Market Maximum Salary will be determined for each Band, Grade, and Subgrade using the Market Low Trend Line and Market High Trend Line respectively.
 - 5.1.1. For DBM A01, A11, A12, and A13 the Market Entry Salary will be equal to 95% of the Market Low Trend Line value; and the Market Maximum Salary will be equal to the Market High Trend Line value.
 - 5.1.2. For DBM B21, B22, and B23; the Market Entry Salary will be equal to 97.5% of the Market Low Trend Line value and the Market Maximum Salary will be equal to the Market High Trend Line value.
 - 5.1.3. For DBM B24, B25, C41, C42, C43, C44/C51, AND C45/C52; the Market Entry Salary will be equal to the Market Low Trend Line value and the Maximum Salary will be equal to the Market High Trend Line value.
 - 5.1.4. For DBM D61, D62, D63, D64, E81 and E82; the Market Entry Salary will be calculated using the equation for the Market Low Trend Line where the "x" value is the County Low Salary for the Band, Grade and Subgrade. The Maximum Salary will be calculated using the equation for the Market High Trend Line where the "x" value is the County High Salary for the Band, Grade and Subgrade.
 - 5.2. The Range for each Band, Grade, and Subgrade will be calculated by dividing the difference between the Market Maximum Salary and the Market Entry Salary by the Market Entry Salary – $((\text{Market Maximum Salary} - \text{Market Entry Salary}) / \text{Market Entry Salary})$.
6. **Pay Table Structure:** The range for each Band, Grade, and Subgrade will be divided into 14 data points. The percent change between adjacent data points will be equal.
 - 6.1. The percent change between data points within the Range will be calculated by adding one to the Range and raising the sum to the $1/13^{\text{th}}$ power.

- 6.2. The first data point will represent the Market Entry Salary; the second data point will be equal to the first data point multiplied by the percent change between data points; the third data point will be equal to the second data point times the percent change between data points; and so forth until fourteen points have been calculated. The fourteenth data point will represent the Maximum Salary.
7. ***Market Parity Pay Ranges:*** The Board of County Commissioners may establish a market premium for specific classes when there is a situation where the market compensation level is not consistent with the established salary range resulting from the formal job evaluation process used to establish internal equity within Yakima County classifications. The Board of County Commissioners will establish the County's target market compensation position relative to other comparable agencies.
- 7.1. If the market compensation study determines that the base salary range for a class is 10% or more below Yakima County's target market position for the year, then a market premium amount may be established that approximates the difference between the target market compensation position level and the job rate for the classification. The market premium amount will be added to the entire salary range for the classification. The base salary range for the classification will remain unchanged.
- 7.2. Job classifications with market premiums added to the base salary range will continue to be included in all comprehensive surveys of Decision Band Method classifications within the occupational group until such time as the base salary range for the classification is within 10% of the target market level for the classification. The market premium amounts for a classification may change up or down based upon the data received from the market compensation study for the classification. Should the market premium amount fall to less than 10% below the target market compensation position of the County, then the market premium will be eliminated and the salary for the individual position will be the individual's current increment in the base salary grade for the job classification.
8. ***Establishment of Compensation:*** Compensation to employees includes consideration of the salary range structure as well as all other economic benefits received. The Board of County Commissioners, based on the County's economic position and the County's labor market, may choose to implement compensation increases to employees by way of salary increases and/or increases to economic benefits. At such times that the Board decides to grant employee salary increases, the Board may choose to:
- 8.1. Revise a Pay Range by applying all or part of a market adjustment identified by the Salary Survey Methodology to the Salary Range Structure and Pay Table Structure.
- 8.2. Approve the movement of employees up one increment in a Pay Range subject to the following limitations:
- 8.2.1. Employees hired after December 31, 2011 may not progress above the ninth increment of their respective pay range for DBM levels A01, A11, A12, and A13.

- 8.2.2. Employees hired after December 31, 2011 may not progress above the tenth increment of their respective pay range for DBM levels B21, B22, B23, B24, and B25.
 - 8.2.3. Employees hired after December 31, 2011 may not progress above the eleventh increment of their respective pay range for DBM levels C41, C42, C43, and C44.
 - 8.2.4. Employees hired after December 31, 2011 may not progress above the twelfth increment of their respective pay range for DBM level C45.
- 8.3. Revise a Pay Range by applying all or part of a market adjustment AND approve the movement of employees up one increment in a Pay Range.

C. MAINTENANCE OF THE PAY PLANS

The Human Resources Department shall be responsible for the continuous maintenance and administration of the Yakima County Compensation Plan. This will include an annual review and analysis of rates of pay for similar positions in comparable labor markets, organizations, cost-of-living factors, budgetary considerations, and other related factors. On the basis of this information, the Director of Human Resources shall recommend to the Board of County Commissioners changes to keep the plan current, uniform and equitable. Such changes shall be approved by the Board of County Commissioners and shall then be included in the annual budget.

The Yakima County Compensation System shall include a Decision Band Method Pay Plan for classes included in the Decision Band Method Classification System, as well as Pay Plans according to provisions of bargaining agreements for other employee groups.

III. YAKIMA COUNTY CLASSIFICATION STRUCTURE

A. PHILOSOPHY

The Yakima County Classification Structure will reflect meaningful and measurable differences in the levels of work within each occupational group. The classification structure will facilitate internal equity. The classification will designate different levels and categories of work according to the Decision Band Method of job evaluation. The classification structure will be periodically reviewed to ensure that it meets current needs of operating departments and also that it is sufficiently flexible to adapt to changing environments. The County will create new classes and redefine class responsibilities as needed to ensure responsiveness to organizational and environmental change.

Revision of class specifications and position descriptions within the classification plan shall be made as often as is necessary to provide current information on positions and classes. Position descriptions and class specifications do not constitute an employment agreement between the County and employee, and are subject to change as the needs of the County and the requirements of the job change. Examples of duties listed in the class specification are intended only as illustrations of the various types of work performed. Omissions of specific statements of duties does not exclude them from the position if the work is similarly related or a logical assignment to the position.

RESPONSIBILITIES

1. ***Human Resources Department:*** It shall be the duty of the Human Resources Department to work with the Personnel Committee to examine the duties of positions, to allocate them to existing or newly created classes, to periodically review the entire classification plan and to recommend modifications to reflect current accepted classification practices, changes in responsibilities of existing positions, and compliance with new laws and regulations. The Human Resources Department will respond to departmental requests for revision of class specifications or development of new class specifications to meet on-going operational requirements of Yakima County. The Human Resources Department shall prepare recommendations for the Board of County Commissioners regarding position reclassification after Decision Band Methodology position review. The Human Resources Department shall assist the Department Head/Elected Official in scheduling any appeal of denied position reclassification requests with the Personnel Committee.
2. ***Department Head/Elected Officials:*** Class specifications will be reviewed by operating departments on an annual basis to ensure that they meet current needs. Department Heads and Elected Officials shall submit a written recommendation to the Human Resources Department when a new position is requested or the duties of a position are substantially changed, including justification for reclassification and emphasizing changes in position responsibilities, requirements or decision making level.
3. ***Personnel Committee:*** The Personnel Committee reviews Classification and Compensation System policy administration issues, makes related recommendations to the Board of County Commissioners and serves as the reclassification appeal board.

C. BROAD CLASSES

The Yakima County Classification Structure shall generally consist of broad classes that reflect the essential duties and responsibilities performed by incumbents in each class and will include a limited number of narrow classes where appropriate. The classification structure shall provide for career advancement/progression within occupational groups where feasible.

D. CLASS SPECIFICATIONS

The Human Resources Department shall maintain class specifications which shall include: Class Title, Class Code, Department, Overtime Status, Reporting Structure, Effective Date, Essential Duties (reflecting current typical duties performed), Minimum Qualifications, and Special Requirements. The class specification shall serve as the basis for recruitment of vacant positions. Copies of class specifications are available in the Human Resources Department.

The Human Resources Department shall maintain documentation regarding specific position descriptions. These provide a basis for customizing recruitment announcements, performance management and appraisal, and compliance with the Americans with Disabilities Act.

IV. PROCEDURES

A. NEW EMPLOYEE HIRING

New employees will generally be paid the entry salary rate in the appropriate salary range. Appointment at a level above the entry rate is subject to approval of the Board of County Commissioners. Justification for hire above the entry rate must accompany hiring documentation.

B. PROMOTION PAY RATE

An employee promoted to a position in a higher pay grade shall have his/her salary established within the range of the new assigned pay grade as follows:

1. Pay will be set at the entry rate in the appropriate salary range for the new position; or
2. If the entry rate does not provide at least a 5% increase, pay will be set at the increment level in the higher pay grade that provides at least a 5% increase above the employee's current salary.

C. DEMOTION PAY RATE

1. An employee who is demoted as a disciplinary action shall be placed at the same increment level in the lower classification pay range as currently held in the position from which demoted. Approval for placement at a higher increment level shall require approval of the Board of County Commissioners.
2. An employee who accepts an involuntary demotion for non-disciplinary reasons shall be placed in the increment level that is closest to, but not greater than, the pay rate in the class from which demoted.
3. An employee who voluntarily requests a demotion to or applies for position in a lower classification shall be placed in the compensation system at the same increment level in the lower classification pay range as currently held in the position in the higher classification pay range. Approval for placement at a higher increment level shall require approval of the Board of County Commissioners.
4. There shall be no increase in salary level as a result of a voluntary demotion.

D. RECLASSIFICATION

The employee or Department Head may submit to the Human Resources Department a request for reclassification. Human Resources shall ensure that the employee is notified of timelines according to bargaining agreements. As the first step in the review, the employee will be asked to complete and return a position description questionnaire. Human Resources will conduct a position review according to the Decision Band Method. A report of determinations shall be given to the Personnel Committee which may accept, modify, or reject the HR Department determination. The Personnel Committee shall submit a formal classification recommendation to the Board of County Commissioners for approval. The Department Head/Elected Official may appeal the recommendation to the Personnel Committee in person, before it is submitted to the Board of County Commissioners.

E. RECLASSIFICATION PAY RATE

1. An employee who is advanced to a higher pay range through reclassification shall have his/her salary set to the lowest increment level within the new pay range that provides at least a 5% increase in pay.
2. An employee in a position reclassified to a classification in the same pay range shall receive no increase in pay.
3. An employee in a position reclassified to a lower level shall be placed in the closest increment level in the lower pay range with no increase in pay, or Y-rated if the employee's current pay is above the maximum rate of the new pay range.
4. *Pay Rates Exceeding Range Maximum (Y-Rating)*: "Y-rated" means an individual's compensation will remain frozen until the base salary range of the position catches up to the individual's frozen salary. If a position is reclassified for reasons other than a significant change in duties and responsibilities and the salary for the incumbent exceeds the maximum rate of the base salary grade for the classification, the individual will be Y-rated and will not experience a reduction in pay.

F. ANNIVERSARY DATES

1. Definitions: Date of hire shall mean the effective date of the individual's regular employment with the County. Anniversary date shall mean the date the employee began his/her employment in the most recent position.
2. Increment Advancement: Frequency of increment advancements shall be according to the provisions of the applicable Pay Plan as approved and adopted by the Board of County Commissioners and/or relevant collective bargaining agreements. Increment advancement, when adopted by resolution of the Board of County Commissioners, shall occur on April 1st.
3. A regular employee who is promoted will have his/her anniversary date changed to the effective date of the promotion.
4. A regular employee who is voluntarily demoted shall have his/her anniversary date adjusted.
5. A regular employee who accepts a lateral transfer or position in the same classification pay range shall have his/her anniversary date changed. The employee shall not receive an increase in pay.
6. A regular employee who returns from a leave of absence without pay which was for a period in excess of one half of his/her regularly scheduled monthly hours will have his/her anniversary date adjusted by the length of time the employee was on leave without pay.
7. There will be no change in an employee's salary when the position is reallocated to a classification in the same pay range.

G. OUT-OF-CLASS PAY

There are circumstances in which an employee receives compensation for the performance of duties in a higher classification than he/she normally performs. The provisions herein apply to all employees of the County unless existing labor contracts specifically provide for a different out-of-class procedure.

Compensation for working out of classification is provided as monetary recognition to an employee for the assumption and performance of duties normally performed by an employee of a higher classification. The assumption and performance of the duties of the higher classification must encompass a range of responsibilities of the higher classification not included in the current classification.

Out-of-class compensation shall not apply to temporary assignments made pursuant to mutual agreement between the employee and his or her supervisor for the purpose of providing training for a mutually agreed upon period of time. Out-of-class compensation shall not apply for coverage of a work station for a short period of time due to another employee's absence, unless specifically provided for in a collective bargaining agreement.

Out-of-class compensation is paid for hours worked in the higher classification. When the out-of-class assignment is for less than a 30 day period, other miscellaneous hours such as sick or PTO leave and holiday pay are calculated at the regular base rate found on the employee master file.

Employees approved to work out-of-class over 30 days are to be paid the higher rate for the approved period. In this instance, other miscellaneous hours are calculated at the out-of-class rate. Approval to pay out-of-class for a period over thirty (30) days must be granted by the Board of County Commissioners.

Out-of-class compensation is paid at the lowest increment of the appropriate range which results in a 5% increase above the current rate of pay in the employee's regular pay range unless otherwise provided for in a collective bargaining agreement.

When the temporary assignment is completed, the employee's salary will be readjusted to its previous level at the increment where it would have been, including general salary adjustment and within range increases, if the out-of-class pay had not been made. The employee's hire date and anniversary date will remain unchanged throughout the temporary assignment.

Salary placement for interim appointments to management positions shall be as defined in this policy for promotions.

H. REORGANIZATIONS

"Reorganization" means a redistribution of duties and responsibilities among two or more positions within a work unit which impacts the classification of the positions. The redistribution may involve the assignment of new duties to a position, the removal of duties from a position, or the exchange of duties among multiple positions.

When a department initiates a reorganization, Human Resources shall assist by conducting a timely and comprehensive study, identifying and analyzing union issues, effect on employees, fiscal impact, and effect on the Classification and Compensation System. Study recommendations shall be presented in a staff report to the Personnel Committee and Department Head/Elected Official based upon policy, legal and contractual obligations and best business practice. The Personnel Committee shall recommend reorganization changes to the Board of County Commissioners.

I. MARKET FLUCTUATION FLEXIBILITY:

Since the potential for market fluctuation must be considered in classifications with a market premium pay range, alternate plans for these classes may be developed; however, such plans must maintain the basic principles of the policy outlined herein and be approved by the Board of County Commissioners. Under this provision, the following shall apply to the Attorney classifications:

- For hiring and promotional placement, positions in the Attorney I, II, III, and IV classifications shall be considered in combination, and they may be filled in any class.
- The Attorney classification pay plan shall be divided into four job classifications based on labor market data. The Attorney classification levels are:
 - Attorney I: Increment 1 through Increment 4
 - Attorney II: Increment 1 through Increment 8
 - Attorney III: Increment 1 through Increment 8
 - Attorney IV: Increment 1 through Increment 11
- The Department Head/Elected Official shall determine the initial hiring classification and increment level in the combined attorney classification series based on an assessment of the individual's skill level, experience and academic credentials. Individuals must meet established class minimum qualifications. The hiring increment may be up to the top increment of the applicable pay range. Funding for the hiring placement must be absorbed within existing department budget authority and shall not constitute justification for future additional resource allocations.
- Movement between classifications, or from one increment to another increment within a classification pay range is considered a promotion, and shall be allowed by written recommendation of the Department Head/Elected Official based on skill assessment, performance evaluations and established class minimum qualifications. The promotion increment may be up to two increments within the applicable pay range or, in the case of a reclassification, to the lowest increment level within the new pay range that provides at least a 5% increase in pay. The employee's increment date shall be changed in accordance with this policy, to reflect the effective date of the promotion or reclassification. Promotions shall be limited to one promotion in any 12 calendar month period. Funding for the advancement must be absorbed within existing department budget authority and shall not constitute justification for future additional resource allocations.

- Recommendations for movement between attorney classes or increments shall include, but not be limited to the following skill-based factors:
 - professional growth and development on the job;
 - accumulated experience and skill;
 - experience in two or more major areas of operation;
 - qualified by experience/professional standards for matters of greater gravity or consequences to parties;
 - significant trial experience and/or expertise, with special recognition of jury trial experience;
 - assignment of matters of greater gravity and consequences to parties.
 - assigned lead status in area of operation; and/or
 - assigned formal supervisory or administrative duties.

DONE this 29th day of September, 2015

Tiera L. Girard

Attest: Tiera L. Girard
Clerk of the Board



J. Rand Elliott

J. Rand Elliott, Chairman

Michael D. Leita

Michael D. Leita, Commissioner

EXCUSED

Kevin J. Bouchey, Commissioner

*Constituting the Board of County Commissioners
for Yakima County, Washington*

Non-Bargaining and Unclassified Pay Plan **Effective April 1, 2016**

Pay Grade	Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14
A01	8 hr YR	21,288	21,840	22,404	22,980	23,580	24,192	24,816	25,464	26,124	26,796	27,492	28,200	29,676
	8 hr MO	1,774	1,820	1,867	1,915	1,965	2,016	2,068	2,122	2,177	2,233	2,291	2,350	2,473
	HR	10.23	10.50	10.77	11.05	11.34	11.63	11.93	12.24	12.56	12.88	13.22	13.56	14.27
	7.5 hr MO	1,663	1,706	1,750	1,795	1,842	1,890	1,939	1,989	2,041	2,093	2,148	2,203	2,318
A11	7.5 hr YR	19,958	20,475	21,004	21,544	22,106	22,680	23,265	23,873	24,491	25,121	25,774	26,438	27,821
	8 hr YR	26,412	27,096	27,804	28,524	29,268	30,024	30,804	31,608	32,436	33,276	34,140	35,028	36,876
	8 hr MO	2,201	2,258	2,317	2,377	2,439	2,502	2,567	2,634	2,703	2,773	2,845	2,919	3,073
	HR	12.70	13.03	13.37	13.71	14.07	14.43	14.81	15.20	15.59	16.00	16.41	16.84	17.73
A12	7.5 hr MO	2,063	2,117	2,172	2,228	2,287	2,346	2,407	2,469	2,534	2,600	2,667	2,737	2,881
	7.5 hr YR	24,761	25,403	26,066	26,741	27,439	28,148	28,879	29,633	30,409	31,196	32,006	32,839	34,571
	8 hr YR	28,632	29,352	30,084	30,840	31,620	32,412	33,228	34,068	34,920	35,796	36,696	37,620	39,540
	8 hr MO	2,386	2,446	2,507	2,570	2,635	2,701	2,769	2,839	2,910	2,983	3,058	3,135	3,295
A13	HR	13.77	14.11	14.46	14.83	15.20	15.58	15.98	16.38	16.79	17.21	17.64	18.09	19.01
	7.5 hr MO	2,237	2,293	2,350	2,409	2,470	2,532	2,596	2,662	2,728	2,797	2,867	2,939	3,089
	7.5 hr YR	26,843	27,518	28,204	28,913	29,644	30,386	31,151	31,939	32,738	33,559	34,403	35,269	37,069
	8 hr YR	30,864	31,620	32,388	33,180	33,984	34,812	35,664	36,528	37,416	38,328	39,264	40,224	42,216
A13P - Court Reporter Premium	8 hr MO	2,572	2,635	2,699	2,765	2,832	2,901	2,972	3,044	3,118	3,194	3,272	3,352	3,518
	HR	14.84	15.20	15.57	15.95	16.34	16.74	17.15	17.56	17.99	18.43	18.88	19.34	20.30
	7.5 hr MO	2,411	2,470	2,530	2,592	2,655	2,720	2,786	2,854	2,923	2,994	3,068	3,143	3,298
	7.5 hr YR	28,935	29,644	30,364	31,106	31,860	32,636	33,435	34,245	35,078	35,933	36,810	37,710	39,578
B21	8 hr YR	51,000	52,056	53,136	54,240	55,368	56,520	57,684	58,884	60,108	61,356	62,628	63,924	66,600
	8 hr MO	4,250	4,338	4,428	4,520	4,614	4,710	4,807	4,907	5,009	5,113	5,219	5,327	5,550
	HR	24.52	25.03	25.55	26.08	26.62	27.17	27.73	28.31	28.90	29.50	30.11	30.73	32.02
	7.5 hr YR	33,804	34,596	35,400	36,228	37,080	37,944	38,832	39,744	40,668	41,616	42,588	43,584	45,648
	8 hr MO	2,817	2,883	2,950	3,019	3,090	3,162	3,236	3,312	3,389	3,468	3,549	3,632	3,804
	HR	16.25	16.63	17.02	17.42	17.83	18.24	18.67	19.11	19.55	20.01	20.48	20.95	21.95
	7.5 hr MO	2,641	2,703	2,766	2,830	2,897	2,964	3,034	3,105	3,177	3,251	3,327	3,405	3,566
	7.5 hr YR	31,691	32,434	33,188	33,964	34,763	35,573	36,405	37,260	38,126	39,015	39,926	40,860	42,795

Pay Grade		Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14	
B22	8 hr	YR	36,732	37,560	38,412	39,276	40,164	41,076	42,000	42,948	43,920	44,916	45,924	46,956	48,012	49,092
	8 hr	MO	3,061	3,130	3,201	3,273	3,347	3,423	3,500	3,579	3,660	3,743	3,827	3,913	4,001	4,091
	HR	17.66	18.06	18.47	18.88	19.31	19.75	20.19	20.65	21.12	21.59	22.08	22.58	23.08	23.60	24.10
	7.5 hr	MO	2,870	2,934	3,001	3,068	3,138	3,209	3,281	3,355	3,431	3,509	3,588	3,668	3,751	3,835
B23	7.5 hr	YR	34,436	35,213	36,011	36,821	37,654	38,509	39,375	40,264	41,175	42,109	43,054	44,021	45,011	46,024
	8 hr	YR	39,672	40,536	41,424	42,324	43,248	44,196	45,156	46,140	47,148	48,180	49,236	50,316	51,420	52,548
	8 hr	MO	3,306	3,378	3,452	3,527	3,604	3,683	3,763	3,845	3,929	4,015	4,103	4,193	4,285	4,379
	HR	19.07	19.49	19.92	20.35	20.79	21.25	21.71	22.18	22.67	23.16	23.66	24.16	24.67	25.18	25.69
B23P - Cert Court	7.5 hr	MO	3,099	3,167	3,236	3,307	3,379	3,453	3,528	3,605	3,683	3,764	3,847	3,931	4,017	4,105
	7.5 hr	YR	37,193	38,003	38,835	39,679	40,545	41,434	42,334	43,256	44,201	45,169	46,159	47,171	48,206	49,264
	8 hr	YR	50,964	52,284	53,640	55,032	56,448	57,912	59,412	60,960	62,532	64,152	65,820	67,524	69,276	71,064
	MO	4,247	4,357	4,470	4,586	4,704	4,826	4,951	5,080	5,211	5,346	5,485	5,627	5,773	5,922	6,071
B24/B31	Int Premium	HR	24.50	25.14	25.79	26.46	27.14	27.84	28.56	29.31	30.06	30.84	31.64	32.46	33.31	34.17
	8 hr	YR	44,856	45,684	46,524	47,376	48,252	49,140	50,040	50,964	51,900	52,848	53,820	54,804	55,812	56,832
	8 hr	MO	3,738	3,807	3,877	3,948	4,021	4,095	4,170	4,247	4,325	4,404	4,485	4,567	4,651	4,736
	HR	21.57	21.96	22.37	22.78	23.20	23.63	24.06	24.50	24.95	25.41	25.88	26.35	26.83	27.32	27.81
B25/B32	7.5 hr	MO	3,504	3,569	3,635	3,701	3,770	3,839	3,909	3,982	4,055	4,129	4,205	4,282	4,360	4,440
	7.5 hr	YR	42,053	42,829	43,616	44,415	45,236	46,069	46,913	47,779	48,656	49,545	50,456	51,379	52,324	53,280
	8 hr	YR	49,536	50,400	51,276	52,164	53,076	54,000	54,936	55,896	56,868	57,864	58,872	59,904	60,948	62,016
	8 hr	MO	4,128	4,200	4,273	4,347	4,423	4,500	4,578	4,658	4,739	4,822	4,906	4,992	5,079	5,168
C41	HR	23.82	24.23	24.65	25.08	25.52	25.96	26.41	26.87	27.34	27.82	28.30	28.80	29.30	29.82	30.34
	7.5 hr	MO	3,870	3,938	4,006	4,075	4,147	4,219	4,292	4,367	4,443	4,521	4,599	4,680	4,762	4,845
	7.5 hr	YR	46,440	47,250	48,071	48,904	49,759	50,625	51,503	52,403	53,314	54,248	55,193	56,160	57,139	58,140
	8 hr	YR	51,768	52,884	54,024	55,188	56,376	57,588	58,824	60,084	61,368	62,688	64,032	65,400	66,804	68,232
C41P-Systems	8 hr	MO	4,314	4,407	4,502	4,599	4,698	4,799	4,902	5,007	5,114	5,224	5,336	5,450	5,567	5,686
	HR	24.89	25.43	25.97	26.53	27.10	27.69	28.28	28.89	29.50	30.14	30.78	31.44	32.12	32.80	33.49
	7.5 hr	MO	4,044	4,132	4,221	4,312	4,404	4,499	4,596	4,694	4,794	4,898	5,003	5,109	5,219	5,331
	7.5 hr	YR	48,533	49,579	50,648	51,739	52,853	53,989	55,148	56,329	57,533	58,770	60,030	61,313	62,629	63,968
C41P-Systems Prog Premium	8 hr	YR	60,540	61,956	63,408	64,896	66,420	67,980	69,588	71,220	72,888	74,604	76,356	78,144	79,980	81,864
	MO	5,045	5,163	5,284	5,408	5,535	5,665	5,799	5,935	6,074	6,217	6,363	6,512	6,665	6,822	6,980
	HR	29.11	29.79	30.48	31.20	31.93	32.68	33.46	34.24	35.04	35.87	36.71	37.57	38.45	39.36	40.28

Pay Grade	Increment 1	Increment 2	Increment 3	Increment 4	Increment 5	Increment 6	Increment 7	Increment 8	Increment 9	Increment 10	Increment 11	Increment 12	Increment 13	Increment 14
C42	8 hr	54,816	55,968	57,144	58,344	59,568	60,816	62,088	63,384	64,716	66,072	67,452	68,868	71,784
	MO	4,568	4,664	4,762	4,862	4,964	5,068	5,174	5,282	5,393	5,506	5,621	5,739	5,982
	8 hr	26,35	26,91	27,47	28,05	28,64	29,24	29,85	30,47	31,11	31,77	32,43	33,11	34,51
	7.5 hr	4,283	4,373	4,464	4,558	4,654	4,751	4,851	4,952	5,056	5,162	5,270	5,380	5,608
C43	7.5 hr	51,390	52,470	53,573	54,698	55,845	57,015	58,208	59,423	60,671	61,943	63,236	64,564	67,298
	8 hr	57,828	59,016	60,228	61,464	62,724	64,020	65,340	66,684	68,052	69,456	70,884	72,348	75,372
	MO	4,819	4,918	5,019	5,122	5,227	5,335	5,445	5,557	5,671	5,788	5,907	6,029	6,281
	8 hr	27,80	28,37	28,96	29,55	30,16	30,78	31,41	32,06	32,72	33,39	34,08	34,78	36,24
C44/C51	7.5 hr	4,518	4,611	4,705	4,802	4,900	5,002	5,105	5,210	5,317	5,426	5,538	5,652	5,888
	7.5 hr	54,214	55,328	56,464	57,623	58,804	60,019	61,256	62,516	63,799	65,115	66,454	67,826	70,661
	8 hr	61,680	62,928	64,200	65,496	66,816	68,160	69,528	70,932	72,360	73,812	75,300	76,812	79,944
	MO	5,140	5,244	5,350	5,458	5,568	5,680	5,794	5,911	6,030	6,151	6,275	6,401	6,662
C45/C52	8 hr	29,65	30,25	30,87	31,49	32,12	32,77	33,43	34,10	34,79	35,49	36,20	36,93	38,43
	8 hr	68,484	69,960	71,472	73,020	74,604	76,224	77,868	79,548	81,264	83,028	84,828	86,664	90,456
	MO	5,707	5,830	5,956	6,085	6,217	6,352	6,489	6,629	6,772	6,919	7,069	7,222	7,538
	8 hr	32,93	33,63	34,36	35,11	35,87	36,65	37,44	38,24	39,07	39,92	40,78	41,67	43,49
D61	8 hr	70,608	72,120	73,668	75,252	76,872	78,528	80,208	81,936	83,688	85,488	87,324	89,208	93,072
	MO	5,884	6,010	6,139	6,271	6,406	6,544	6,684	6,828	6,974	7,124	7,277	7,434	7,756
	8 hr	33,95	34,67	35,42	36,18	36,96	37,75	38,56	39,39	40,23	41,10	41,98	42,89	44,75
	8 hr	75,468	77,064	78,696	80,364	82,068	83,796	85,572	87,384	89,232	91,116	93,048	95,016	99,084
D62	8 hr	6,289	6,422	6,558	6,697	6,839	6,983	7,131	7,282	7,436	7,593	7,754	7,918	8,257
	MO	36,28	37,05	37,83	38,64	39,46	40,29	41,14	42,01	42,90	43,81	44,73	45,68	47,64
	8 hr	80,256	81,924	83,640	85,380	87,156	88,980	90,828	92,724	94,656	96,624	98,640	100,692	104,940
	MO	6,688	6,827	6,970	7,115	7,263	7,415	7,569	7,727	7,888	8,052	8,220	8,391	8,745
D63	8 hr	38,58	39,39	40,21	41,05	41,90	42,78	43,67	44,58	45,51	46,45	47,42	48,41	50,45
	8 hr	85,320	87,072	88,860	90,696	92,556	94,464	96,408	98,388	100,416	102,480	104,592	106,740	111,180
	MO	7,110	7,256	7,405	7,558	7,713	7,872	8,034	8,199	8,368	8,540	8,716	8,895	9,265
	8 hr	41,02	41,86	42,72	43,60	44,50	45,42	46,35	47,30	48,28	49,27	50,28	51,32	53,45
D64/D71	8 hr	91,056	92,904	94,788	96,720	98,676	100,680	102,720	104,808	106,932	109,104	111,324	113,580	118,236
	MO	7,588	7,742	7,899	8,060	8,223	8,390	8,560	8,734	8,911	9,092	9,277	9,465	9,853
	8 hr	43,78	44,67	45,57	46,50	47,44	48,40	49,38	50,39	51,41	52,45	53,52	54,61	56,84
	8 hr	97,104	99,048	101,028	103,044	105,108	107,220	109,368	111,552	113,784	116,064	118,392	120,756	125,640
E82	MO	8,092	8,254	8,419	8,587	8,759	8,935	9,114	9,296	9,482	9,672	9,866	10,063	10,470
	8 hr	46,68	47,62	48,57	49,54	50,53	51,55	52,58	53,63	54,70	55,80	56,92	58,06	60,40

YAKIMA COUNTY, WA

CLASS CODE STRUCTURE

Job Family	Occ. Code	Class Specification Title	Band/Grade/Subgrade
0000		GENERAL HELP	
	0101	County Worker	A-0-1
1000		ADMINISTRATION	
	1111	Office Assistant	A-1-1
	1112	Office Technician	A-1-2
	1113	Office Support Technician	A-1-3
	1221	Office Specialist	B-2-1
	1222	Office Coordinator	B-2-2
	1223	Program Representative	B-2-3
	1231	Senior Program Representative	B-2-4/B-3-1
	1232	Office Supervisor	B-2-5/B-3-2
	1292	Program Specialist	B-2-2
	1341	Program Coordinator	C-4-1
	1342	Program Analyst	C-4-2
	1343	Senior Program Analyst	C-4-3
	1392	Senior Program Coordinator	C-4-2
2000		FINANCIAL/APPRAISAL SERVICES	
	2113	Financial Technician	A-1-3
	2221	Financial Specialist	B-2-1
	2223	Appraiser	B-2-3
	2224	Commercial Appraiser	B-2-4/B-3-1
	2225	Lead Appraiser	B-2-4/B-3-1
	2341	Accountant	C-4-1
	2342	Senior Accountant	C-4-3
3000		COMPUTER SERVICES	
	3113	Cadastral Technician	A-1-3
	3221	GIS Technician	B-2-1
	3223	Computer Support Technician	B-2-4/B-3-1
	3225	Systems Support Specialist	B-2-5/B-3-2
	3341	Systems Programmer (Premium)	C-4-1
	3343	Technology Administrator	C-4-3
	3344	Senior Technology Administrator	C-4-5/C-5-2
4000		LEGAL/SECURITY/LAW ENFORCEMENT	
	4193	Court Reporter (Premium)	A-1-3P
	4221	Security Officer	B-2-4/B-3-1
	4222	Juvenile Corrections Officer	B-2-2
	4223	Certified Court Interpreter (Premium)	B-2-3
	4225	Paralegal	B-2-5/B-3-2
	4231	Detention Supervisor	B-2-5/B-3-2
	4291	Security Supervisor	B-2-5/B-3-2
	4292	Law Enforcement Dispatcher	B-2-3
	4332	Law Enforcement Dispatch Supervisor	B-2-5/B-3-2
	4341	Investigator	C-4-1

YAKIMA COUNTY, WA

CLASS CODE STRUCTURE

Job Family	Occ. Code	Class Specification Title	Band/Grade/Subgrade
5000		SOCIAL SERVICES	
	5224	Case Manager	B-2-4/B-3-1
	5341	Probation Officer	C-4-1
6000		COMMUNITY DEVELOPMENT	
	6224	Building Inspector	B-2-5/B-3-2
	6225	Plans Examiner	C-4-2
	6341	Planner	C-4-1
	6342	Senior Planner	C-4-2
	6343	Project Planner	C-4-3
	6344	Senior Project Planner	C-4-4/C-5-2
	6352	Planner Supervisor	C-4-4/C-5-2
7000		TRADES	
	7111	Maintenance Worker	A-1-2
	7113	Maintenance Technician	A-1-3
	7221	Maintenance Specialist	B-2-1
	7222	Facilities Maintenance Technician	B-2-3
	7223	Road Maintenance Technician	B-2-3
	7224	Heavy Equipment Operator	B-2-5/B-3-2
	7225	Lead Road Maintenance Technician	B-2-5/B-3-2
	7232	Maintenance Supervisor	B-2-5/B-3-2
	7292	Utilities Maintenance Technician I	B-2-3
	7293	Mechanic	B-2-4
	7294	Utilities Maintenance Technician II	B-2-4/B-3-1
	7342	Road Maintenance Supervisor	C-4-3
	7823	Facilities Maintenance Specialist	B-2-4
8000		ENGINEERING	
	8222	Engineering Technician	B-2-2
	8224	Engineering Technical Specialist	B-2-4/B-3-1
	8225	Senior Engineering Technician	B-2-5/B-3-2
	8341	Engineer I	C-4-1
	8342	Engineer II	C-4-2
	8343	Project Engineer	C-4-4
	8344	Senior Engineer	C-4-5/C-5-2
	8393	Natural Resources Specialist	C-4-3
	8395	Senior Natural Resource Specialist	C-4-5/C-5-2
9000		MANAGEMENT	
	9344	Administrative Supervisor	C-4-4/C-5-1
	9352	Manager C45/C52	C-4-5/C-5-2
	9461	Senior Manager D61	D-6-1
	9462	Senior Manager D62	D-6-2
	9463	Senior Manager D63	D-6-3
	9464	Senior Manager D64	D-6-4
	9581	Director	E-8-1
	9582	Senior Director E82	E-8-2

2016 Survey Entities

<u>Local Public Organizations</u>
City - Richland
City - Kennewick
City - Yakima
School District - Yakima
<u>Local Businesses</u>
Hospital - Yakima Regional
Hospital - Yakima Valley Memorial
Clinic - Yakima Valley Farm Workers Clinic
<u>Regional Public Organizations</u>
City - Spokane
County - Clark
County - Cowlitz
County - Kitsap
County - Spokane
County - Thurston
County - Whatcom
State of Washington
County - Benton

BENCHNUM	BENCHDESCR	DBM
1	Office Assistant	A11
2	Office Technician	A12
3	Office Support Technician	A13
4	Office Specialist	B21
5	Office Coordinator	B22
6	Office Supervisor	B25
7	Utilities Coordinator	C42
8	Program Analyst - Surface Water	C42
9	Building Inspector	B25
10	Planner	C41
11	Plans Examiner	C42
12	Senior Project Planner	C44
13	Computer Support Technician	B24
14	Appraiser	B23
15	Systems Programmer	C41
16	Technology Administrator	C43
17	Senior Technology Administrator	C45
18	Engineering Technician	B22
19	Engineering Technical Specialist	B24
20	Senior Engineering Technician	B25
21	Engineer	C41
22	Project Engineer	C44
23	Financial Technician	A13
24	Financial Specialist	B21
25	Commercial Appraiser	B24
26	Accountant	C41
27	Senior Accountant	C43
28	Accounting Manager	C45
29	Juvenile Correction Officer (Detention Officer)	B22
30	Law Enforcement Dispatcher	B23
31	Assessment & Referral Manager	C45
32	Human Resources Manager	C45
33	Emergency Medical Services Manager	D61
34	Housing & Homeless Manager	D61
35	Administrative Services Supervisor - Public Services	D61
36	Emergency Management Manager	D62
37	Facilities Services Manager	D62
38	Grants Manager	D62
39	Senior Accounting Manager	D63
40	Building & Fire Safety Manager	D63
41	Network Operations Manager	D63
42	Operations Manager - Prosecuting Attorney Office	D63
43	District Court / District Court Probation Manager	D64
44	Road Maintenance Manager	D64
45	Solid Waste Manager	D64
46	Planning Director	D64
47	Court Administrator	E81
48	Public Works Assistant Director	E81

BENCHNUM	BENCHDESCR	DBM
49	Public Works Director	E82
50	Case Manager	B24
51	Probation Officer	C41
52	Maintenance Worker	A12
53	Maintenance Specialist	B21
54	Facilities Maintenance Technician	B23
55	Mechanic	B24
56	Road Maintenance Technician	B23
57	Facilities Maintenance Specialist	B24
58	Heavy Equipment Operator	B25
59	Lead Road Maintenance Technician	B25
60	Road Maintenance Supervisor	C43
61	Senior Engineer	C45
62	Elections Manager	C45
63	Court Reporter	A13
64	Certified Court Interpreter	B23
65	Labor Relations Manager	D62
66	Attorney I - IV	NA

BENCH MARK:		1	DBM:	A11	YAKIMA COUNTY JOB CLASSIFICATION:		Office Assistant		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
1	Benton County			PT Office Help		2080	\$35,352	\$45,888	29.8%
1	Clark County			Office Asst. I		2080	\$29,058	\$37,086	27.6%
1	Kennewick			No Match		2080			
1	Kitsap County			Office Assistant 1		2080	\$28,267	\$37,898	34.1%
1	Private Employer			Support Staff		2080	\$26,499	\$37,086	40.0%
1	Richland			No Match		2080			
1	Spokane			Clerk II		2080	\$31,988	\$45,518	42.3%
1	Spokane County			Office Assistant 2		1950	\$22,313	\$30,237	35.5%
1	Thurston County			Office Assistant I		2080	\$31,452	\$41,832	33.0%
1	Washington State			Office Assistant 1		2080	\$23,304	\$30,672	31.6%
1	Whatcom County			Clerk I		2080	\$26,042	\$39,478	51.6%
1	Yakima			Department Assistant I		2080	\$26,437	\$31,554	19.4%
1	YAKIMA COUNTY SALARY:		2016	Office Assistant			\$27,804	\$36,876	32.6%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$28,071
\$27,383

\$37,725
\$37,492

34.4%
36.9%

Position: Office Assistant
Minimums: High School Diploma or G.E.D. and 6 months of related office support or customer service experience.

BENCH MARK:		2	DBM:	A12	YAKIMA COUNTY JOB CLASSIFICATION:		Office Technician		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
2	Benton County		No Match		2080				
2	Clark County		Office Assistant II		2080		\$33,654		\$42,952 27.6%
2	Kennewick		Office Specialist		2080		\$35,652		\$49,932 40.1%
2	Kitsap County		Office Assistant 2		2080		\$31,533		\$42,286 34.1%
2	Private Employer		No Match		2080				
2	Richland		No Match		2080				
2	Spokane		Secretary II		2080		\$34,034		\$48,964 43.9%
2	Spokane County		Office Assistant 3		1950		\$24,657		\$33,271 34.9%
2	Thurston County		Office Assistant II		2080		\$34,668		\$46,116 33.0%
2	Washington State		Office Assistant 2		2080		\$24,912		\$32,916 32.1%
2	Whatcom County		Clerk II		2080		\$29,390		\$44,283 50.7%
2	Yakima		Department Assistant II		2080		\$27,581		\$33,030 19.8%
2	YAKIMA COUNTY SALARY:		2016		Office Technician		\$30,084		\$39,540 31.4%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$30,676 \$41,528 35.4%
\$31,533 \$42,952 36.2%

Position: Office Technician
Minimums: High School Diploma or G.E.D. and 1 year of related office support experience.

BENCH MARK:		3	DBM:	A13	YAKIMA COUNTY JOB CLASSIFICATION:		Office Support Technician		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
3	Benton County	No Match				2080			
3	Clark County	Office Assistant II - Lead				2080	\$35,360	\$45,074	27.5%
3	Kennewick	Accounting Specialist				2080	\$44,076	\$61,740	40.1%
3	Kitsap County	Office Assistant 3				2080	\$33,280	\$44,595	34.0%
3	Private Employer	No Match				2080			
3	Richland	No Match				2080			
3	Spokane	Clerk IV				2080	\$39,046	\$56,188	43.9%
3	Spokane County	Office Assistant 4				1950	\$27,247	\$36,766	34.9%
3	Thurston County	No Match				2080			
3	Washington State	Office Assistant 3				2080	\$26,712	\$35,292	32.1%
3	Whatcom County	Account Clerk II				2080	\$31,907	\$47,861	50.0%
3	Yakima	Department Assistant III				2080	\$30,222	\$36,171	19.7%
3	YAKIMA COUNTY SALARY:		2016	Office Support Technician			\$32,388	\$42,216	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$33,481
\$32,594

\$45,461
\$44,834

35.8%
37.6%

Position: Office Support Technician
Minimums: High School Diploma or G.E.D. and 2 years of general office or specialty related experience.

BENCH MARK:		4	DBM:	B21	YAKIMA COUNTY JOB CLASSIFICATION:	Office Specialist			4/1/2016	
Bench	PARTICIPANT NAME				SURVEY JOB MATCH	ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
							MINIMUM	MAXIMUM		
4	Benton County	PT Clerk to the Board of Equalization				2080		\$33,672	\$43,692	29.8%
4	Clark County	Office Assistant III				2080		\$37,086	\$47,382	27.8%
4	Kennewick	Office Specialist				2080		\$35,652	\$49,932	40.1%
4	Kitsap County	Office Specialist 1				2080		\$35,048	\$46,966	34.0%
4	Private Employer	No Match				2080				
4	Richland	Support Specialist				2080		\$36,982	\$55,494	50.1%
4	Spokane	No Match				2080				
4	Spokane County	Administrative Specialist 1				1950		\$31,664	\$41,863	32.2%
4	Thurston County	Senior Office Assistant				2080		\$38,232	\$50,844	33.0%
4	Washington State	No Match				2080				
4	Whatcom County	Clerk III				2080		\$33,197	\$49,712	49.7%
4	Yakima	Department Assistant IV				2080		\$33,030	\$39,478	19.5%
4	YAKIMA COUNTY SALARY: 2016				Office Specialist			\$34,596	\$45,648	31.9%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$34,952
\$35,048

\$47,263
\$47,382

35.2%
35.2%

Position: Office Specialist
Minimums: High School Diploma or G.E.D. and 3 years of general office or specialty related experience.

BENCH MARK:		5	DBM:	B22	YAKIMA COUNTY JOB CLASSIFICATION:		Office Coordinator		4/1/2016	
Bench	PARTICIPANT NAME				SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
								MINIMUM	MAXIMUM	
5	Benton County				Senior Secretary		2080	\$37,140	\$48,180	29.7%
5	Clark County				Senior Office Assistant		2080	\$40,851	\$52,229	27.9%
5	Kennewick				No Match		2080			
5	Kitsap County				Office Supervisor 1		2080	\$43,451	\$58,219	34.0%
5	Private Employer				No Match		2080			
5	Richland				No Match		2080			
5	Spokane				No Match		2080			
5	Spokane County				Staff Assistant 2		1950	\$36,219	\$48,873	34.9%
5	Thurston County				No Match		2080			
5	Washington State				Office Assistant Lead		2080	\$28,008	\$37,008	32.1%
5	Whatcom County				Office Coordinator		2080	\$42,372	\$60,204	42.1%
5	Yakima				No Match		2080			
5	YAKIMA COUNTY SALARY:				2016	Office Coordinator		\$37,560	\$49,092	30.7%

**SUMMARY STATISTICS:
(Excluding Yakima County)**

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$38,007
\$38,996
\$50,785
\$50,551
33.6%
29.6%

Minimums: High School Diploma or G.E.D. and 3 years experience.
Position: Office Coordinator

BENCH MARK:		6	DBM:	B25	YAKIMA COUNTY JOB CLASSIFICATION:		Office Supervisor		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
6	Benton County			Office Manager		2080	\$42,984	\$55,788	29.8%
6	Clark County			Office Supervisor		2080	\$47,382	\$60,466	27.6%
6	Kennewick			Customer Service Supervisor		2080	\$59,712	\$83,592	40.0%
6	Kitsap County			Office Supervisor 2		2080	\$48,422	\$64,875	34.0%
6	Private Employer			Front Office Supervisor		2080	\$35,506	\$49,712	40.0%
6	Richland			Executive Assistant		2080	\$40,726	\$61,110	50.1%
6	Spokane			Office Manager		2080	\$55,583	\$68,152	22.6%
6	Spokane County			Office Supervisor		1950	\$36,858	\$49,735	34.9%
6	Thurston County			Office Supervisor		2080	\$48,792	\$64,896	33.0%
6	Washington State			Office Support Supervisor 2		2080	\$32,916	\$43,860	33.2%
6	Whatcom County			Office Administrator		2080	\$61,344	\$83,856	36.7%
6	Yakima			Code Inspections Office Supervisor		2080	\$52,978	\$64,522	21.8%
6	YAKIMA COUNTY SALARY: 2016			Office Supervisor			\$49,536	\$62,016	25.2%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$46,934
\$47,902

33.3%
31.1%

Position: Office Supervisor

Minimums: High School Diploma or G.E.D. and 4 years of experience in the area of assignment including 1 year of lead or supervisory experience.

BENCH MARK:		7	DBM:	C42	YAKIMA COUNTY JOB CLASSIFICATION:	Utilities Coordinator		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
7	Benton County		No Match		2080			
7	Clark County		No match		2080			
7	Kennewick		Utilities Coordinator		2080	\$58,596	\$82,032	40.0%
7	Kitsap County		Utilities Maintenance Supervisor		2080	\$62,712	\$80,038	27.6%
7	Private Employer		No Match		2080			
7	Richland		Wastewater Maintenance Supervisor		2080	\$57,515	\$89,502	55.6%
7	Spokane		Project Manager - Utilities		2080	\$64,937	\$79,782	22.9%
7	Spokane County		Wastewater Operations Section Manager		1950	\$67,344	\$90,872	34.9%
7	Thurston County		Utilities Technician III		2080	\$59,304	\$78,876	33.0%
7	Washington State		Energy / Utilities Engineer 2		2080	\$54,744	\$73,644	34.5%
7	Whatcom County		No Match		2080			
7	Yakima		Industrial Maintenance Supervisor		2080	\$64,522	\$78,416	21.5%
7	YAKIMA COUNTY SALARY:	2016	Utilities Coordinator			\$54,816	\$71,784	31.0%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$61,209
\$61,008

\$81,645
\$79,910

33.4%
31.0%

Position: Utilities Coordinator

Minimums: Bachelor's Degree in a field related to area of assignment and 3 years related professional work experience including 1 year of supervisory or lead experience.

BENCH MARK:		8	DBM:	C42	YAKIMA COUNTY JOB CLASSIFICATION:	Program Analyst -Water Resources		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
8	Benton County		No Match		2080			
8	Clark County		Natural Resource Specialist II		2080	\$56,867	\$69,306	21.9%
8	Kennewick		No Match		2080			
8	Kitsap County		Stream Team Specialist		2080	\$52,582	\$67,101	27.6%
8	Private Employer		No Match		2080			
8	Richland		No Match		2080			
8	Spokane		Water Quality Coordinator		2080	\$62,640	\$77,047	23.0%
8	Spokane County		Water Resources Specialist		1950	\$43,570	\$58,791	34.9%
8	Thurston County		Water Resources Planning Coordinator		2080	\$71,448	\$95,268	33.3%
8	Washington State		Fish & Wildlife Biologist 2		2080	\$34,476	\$46,056	33.6%
8	Whatcom County		No Match		2080			
8	Yakima		Environmental Compliance Specialist		2080	\$52,957	\$63,586	20.1%
8	YAKIMA COUNTY SALARY:	2016	Program Analyst -Water Resources			\$54,816	\$71,784	31.0%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$53,506
\$52,957

\$68,165
\$67,101

27.4%
26.7%

Position: Program Analyst -Water Resources

Minimums: Bachelor's Degree in education, water resources, soil science, agronomy, bioresource engineering, environmental engineering, civil engineering, fluvial geomorphology, geology, natural resource management, biology, ecology, or natural resource planning and 6 years of applicable experience in any of the listed fields of study.

BENCH MARK:		9	DBM:	B25	YAKIMA COUNTY JOB CLASSIFICATION:	Building Inspector			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
9	Benton County		Building Inspector		2080	MINIMUM	MAXIMUM		
9	Clark County		Building Inspector II		2080	\$42,984	\$55,788	29.8%	
9	Kennewick		Building Inspector		2080	\$54,995	\$66,997	21.8%	
9	Kitsap County		Building Inspector 2		2080	\$54,132	\$75,792	40.0%	
9	Private Employer		No Match		2080	\$52,582	\$67,101	27.6%	
9	Richland		Building Inspector		2080	\$49,317	\$73,570	49.2%	
9	Spokane		Certified Combination Inspector		2080	\$43,911	\$66,565	51.6%	
9	Spokane County		Building Inspector 1		1950	\$40,831	\$55,095	34.9%	
9	Thurston County		Building Inspector II		2080	\$53,784	\$71,544	33.0%	
9	Washington State		Construction Compliance Inspector 1		2080	\$54,744	\$66,684	21.8%	
9	Whatcom County		Public Service Inspector I		2080	\$45,822	\$65,936	43.9%	
9	Yakima		Code Inspector		2080	\$49,504	\$59,405	20.0%	
9	YAKIMA COUNTY SALARY: 2016		Building Inspector			\$49,536	\$62,016	25.2%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$49,328
\$49,504

\$65,862
\$66,684

33.5%
34.7%

Position: Building Inspector

Minimums: High School Diploma or G.E.D. plus 3 years of construction experience as a contractor or in a journey level trade.

BENCH MARK:		10	DBM:	C41	YAKIMA COUNTY JOB CLASSIFICATION:		Planner		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
					MINIMUM		MAXIMUM		
10	Benton County			Associate Planner		2080	\$47,400	\$61,500	29.7%
10	Clark County			Planner I /II		2080	\$52,374	\$63,835	21.9%
10	Kennewick			Planning Technician		2080	\$48,204	\$67,488	40.0%
10	Kitsap County			Planner 1		2080	\$47,674	\$60,840	27.6%
10	Private Employer			No Match		2080			
10	Richland			Planner		2080	\$54,288	\$81,453	50.0%
10	Spokane			Associate Planner		2080	\$69,113	\$84,898	22.8%
10	Spokane County			Associate Planner 1		1950	\$42,073	\$56,771	34.9%
10	Thurston County			Assistant Planner		2080	\$51,228	\$68,136	33.0%
10	Washington State			Facilities Planner 1		2080	\$48,432	\$65,088	34.4%
10	Whatcom County			Planner I		2080	\$49,691	\$71,448	43.8%
10	Yakima			Assistant Planner		2080	\$43,202	\$51,854	20.0%
10		YAKIMA COUNTY SALARY: 2016			Planner		\$51,768	\$68,232	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE: \$50,334 32.4%

MEDIAN (50TH PERCENTILE): \$48,432 34.4%

Position: Planner

Minimums: Bachelor's Degree is Planning or a related field and 1 year of experience as an intern or permit technician.

BENCH MARK:		11	DBM:	C42	YAKIMA COUNTY JOB CLASSIFICATION:		Plans Examiner			4/1/2016
Bench	PARTICIPANT NAME				SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
								MINIMUM	MAXIMUM	
11	Benton County				Plans Examiner / Building Inspector		2080	\$49,764	\$64,584	29.8%
11	Clark County				Plans Examiner		2080	\$58,240	\$70,928	21.8%
11	Kennewick				Plans Examiner		2080	\$58,596	\$82,032	40.0%
11	Kitsap County				Plans Examiner 1		2080	\$52,582	\$67,101	27.6%
11	Private Employer				No Match		2080			
11	Richland				Plans Examiner		2080	\$59,675	\$89,502	50.0%
11	Spokane				Professional Plans Examiner		2080	\$70,825	\$86,840	22.6%
11	Spokane County				Building & Planning Plans Examiner 2		1950	\$44,228	\$59,678	34.9%
11	Thurston County				Plans Examiner		2080	\$56,472	\$75,120	33.0%
11	Washington State				Factory & Mobile Home Examiner		2080	\$57,516	\$70,056	21.8%
11	Whatcom County				Plans Examiner IV		2080	\$53,997	\$77,293	43.1%
11	Yakima				Plans Examiner I		2080	\$42,224	\$50,502	19.6%
11	YAKIMA COUNTY SALARY:				2016	Plans Examiner		\$54,816	\$71,784	31.0%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$54,920
\$56,472

\$72,149
\$70,928

31.4%
25.6%

Position: Plans Examiner

Minimums: Bachelor's Degree in Building Construction, Engineering, Architecture, Building Inspection, Fire Science, Safety and Health Management and 4 years experience related to plans examination, safety and health management, investigation and inspection, building or construction management and techniques.

BENCH MARK:		12	DBM:	C44	YAKIMA COUNTY JOB CLASSIFICATION:		Senior Project Planner		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
12	Benton County		Long Range Planner		2080		MINIMUM	MAXIMUM	
							\$56,112	\$72,828	29.8%
12	Clark County		Planner III		2080		\$67,912	\$82,638	21.7%
12	Kennewick		Senior Planner		2080		\$72,912	\$102,096	40.0%
12	Kitsap County		Planner 2		2080		\$52,582	\$67,101	27.6%
12	Private Employer		No Match		2080				
12	Richland		No Match		2080				
12	Spokane		Principal Planner		2080		\$75,606	\$93,146	23.2%
12	Spokane County		Principle Planner - Union		1950		\$53,871	\$72,691	34.9%
12	Thurston County		Senior Planner		2080		\$65,148	\$86,868	33.3%
12	Washington State		Facilities Senior Planner		2080		\$60,420	\$81,264	34.5%
12	Whatcom County		Senior Planner		2080		\$61,131	\$87,298	42.8%
12	Yakima		Senior Planner		2080		\$50,502	\$60,715	20.2%
12	YAKIMA COUNTY SALARY: 2016		Senior Project Planner				\$61,680	\$79,944	29.6%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$61,620
\$60,776

\$80,665
\$81,951

30.9%
34.8%

Position: Senior Project Planner

Minimums: Bachelor's Degree in Urban and Regional Planning, Environmental Sciences, Natural Resources Management, Geography or field directly related to area of assignment and 4 years of professional experience (including related internships), demonstrating proficiency in 1 or more of the areas within the Planning field related to area of assignment: Comprehensive Long Range Planning, Environmental Planning (SEPA, Critical Areas/Shorelines and Natural Resources) and Current Planning (Subdivision and Zoning) A Masters Degree may substitute for 1 year of experience.

BENCH MARK:		13	DBM:	B24	YAKIMA COUNTY JOB CLASSIFICATION:		Computer Support Technician		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
13	Benton County	Information Systems Analyst II				2080	MINIMUM	MAXIMUM	
13	Clark County	Technical Support Specialist I				2080	\$50,820	\$65,952	29.8%
13	Kennewick	IT Service Desk Technician				2080	\$46,821	\$59,821	27.8%
13	Kitsap County	IS Customer Service Technician				2080	\$53,124	\$74,376	40.0%
13	Private Employer	Applications Analyst I				2080	\$45,843	\$61,464	34.1%
13	Richland	IT Customer Service Technician I				2080	\$53,456	\$74,838	40.0%
13	Spokane	Computer Operations Specialist				2080	\$54,288	\$81,453	50.0%
13	Spokane County	Senior Technical Support Specialist				2080	\$52,973	\$64,916	22.5%
13	Thurston County	IT Consultant I				1950	\$44,007	\$59,381	34.9%
13	Washington State	Information Technology Technician 1				2080	\$56,472	\$75,120	33.0%
13	Whatcom County	System Support Specialist				2080	\$31,416	\$41,736	32.8%
13	Yakima	Computer Client Services Technician				2080	\$49,691	\$71,448	43.8%
13	YAKIMA COUNTY SALARY: 2016			Computer Support Technician			\$49,504	\$59,405	20.0%
13	YAKIMA COUNTY SALARY: 2016			Computer Support Technician			\$44,856	\$56,832	26.7%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$49,035
\$50,256

\$65,826
\$65,434

34.2%
30.2%

Position: Computer Support Technician
Minimums: Associate's Degree or equivalent technical training in Computer Science and 2 years experience.

BENCH MARK:		14	DBM:	B23	YAKIMA COUNTY JOB CLASSIFICATION:		Appraiser		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
					MINIMUM		MAXIMUM		
14	Benton County				Residential Appraiser II	2080	\$38,364	\$49,788	29.8%
14	Clark County				Real Property Appraiser II	2080	\$41,850	\$53,456	27.7%
14	Kennewick				No Match	2080			
14	Kitsap County				Appraiser 2 Residential	2080	\$48,422	\$64,875	34.0%
14	Private Employer				No Match	2080			
14	Richland				No Match	2080			
14	Spokane				Real Estate Agent	2080	\$51,741	\$63,308	22.4%
14	Spokane County				Residential Appraiser	1950	\$37,135	\$50,108	34.9%
14	Thurston County				Appraiser / Analyst	2080	\$53,784	\$71,544	33.0%
14	Washington State				Property & Acquisition Specialist 1	2080	\$34,476	\$46,056	33.6%
14	Whatcom County				Appraiser II	2080	\$47,736	\$68,598	43.7%
14	Yakima				No Match	2080			
14		YAKIMA COUNTY SALARY: 2016			Appraiser		\$40,536	\$52,548	29.6%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$44,188
\$44,793

\$58,467
\$58,382

32.3%
30.3%

Minimums: Associate's Degree and 1 year of appraisal experience.
Position: Appraiser

BENCH MARK:		16	DBM:	C43	YAKIMA COUNTY JOB CLASSIFICATION:	Technology Administrator			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
						MINIMUM	MAXIMUM		
16	Benton County			Information Technology Supervisor	2080	\$60,480	\$78,504	29.8%	
16	Clark County			Principal Programmer Analyst	2080	\$74,422	\$97,427	30.9%	
16	Kennewick			Automotive Controls & Telemetry Specialist	2080	\$60,299	\$69,930	16.0%	
16	Kitsap County			Technical Systems Supervisor	2080	\$73,611	\$85,218	15.8%	
16	Private Employer			Applications Analyst III	2080	\$69,534	\$97,365	40.0%	
16	Richland			IT Systems Administrator	2080	\$65,686	\$98,509	50.0%	
16	Spokane			Data Center Administrator	2080	\$64,227	\$78,989	23.0%	
16	Spokane County			Senior Telecommunications Specialist	1950	\$61,187	\$82,564	34.9%	
16	Thurston County			Systems Manager	2080	\$76,752	\$102,336	33.3%	
16	Washington State			IT Specialist 5	2080	\$61,920	\$83,316	34.6%	
16	Whatcom County			Senior Systems Analyst	2080	\$64,438	\$90,584	40.6%	
16	Yakima			Database Administrator	2080	\$58,032	\$69,555	19.9%	
YAKIMA COUNTY SALARY:		2016	Technology Administrator			\$57,828	\$75,372	30.3%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$65,883
\$64,333
\$86,191
\$84,267

30.8%
31.0%

Position: Technology Administrator

Minimums: Bachelor's Degree in Application Development, Programming, Information Management or Database Administration and 2 years of application support or application development.

BENCH MARK:		17	DBM:	C45	YAKIMA COUNTY JOB CLASSIFICATION:	Senior Technology Administrator		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
17	Benton County			Central Services Manager	2080	\$75,204	\$97,608	29.8%
17	Clark County			Information Technology Manager I	2080	\$78,564	\$110,976	41.3%
17	Kennewick			IT Project Manager	2080	\$68,088	\$95,316	40.0%
17	Kitsap County			Network Administrator	2080	\$56,618	\$75,878	34.0%
17	Private Employer			Senior Application Analyst	2080	\$73,362	\$102,710	40.0%
17	Richland			IT Operations Supervisor	2080	\$79,456	\$119,184	50.0%
17	Spokane			Computer Operations Manager	2080	\$72,579	\$89,847	23.8%
17	Spokane County			Database Administrator	1950	\$68,292	\$92,151	34.9%
17	Thurston County			IT Technical Manager	2080	\$81,732	\$108,972	33.3%
17	Washington State			IT Systems / Applications Specialist 6	2080	\$68,412	\$91,956	34.4%
17	Whatcom County			Applications Supervisor	2080	\$69,552	\$94,812	36.3%
17	Yakima			Lead Application System Designer	2080	\$58,386	\$71,094	21.8%
17	YAKIMA COUNTY SALARY:	2016		Senior Technology Administrator		\$68,484	\$90,456	32.1%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$70,854
\$71,065

\$95,875
\$95,064

35.3%
33.8%

Position: Senior Technology Administrator
Minimums: Bachelor's Degree in Computer Science or related field and 5 years of professional database administration, operating systems, network systems, or computer hardware management experience.

BENCH MARK:		18	DBM:	B22	YAKIMA COUNTY JOB CLASSIFICATION:		Engineering Technician		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
18	Benton County	No Match			2080				
18	Clark County	Engineering Technician Assistant			2080		\$44,221	\$56,410	27.6%
18	Kennewick	Engineering Technician I - Survey			2080		\$49,116	\$68,772	40.0%
18	Kitsap County	Engineering Technician 2 - Construction			2080		\$44,949	\$57,346	27.6%
18	Private Employer	No Match			2080				
18	Richland	Engineering Technician I			2080		\$36,982	\$54,662	47.8%
18	Spokane	Engineering Technician II			2080		\$34,870	\$50,091	43.7%
18	Spokane County	Engineering Technician 1			1950		\$36,583	\$49,363	34.9%
18	Thurston County	Engineering Technician			2080		\$46,464	\$61,800	33.0%
18	Washington State	Engineering Technician 1			2080		\$37,008	\$49,608	34.0%
18	Whatcom County	Engineering Technician I			2080		\$39,062	\$58,240	49.1%
18	Yakima	No Match			2080				
18	YAKIMA COUNTY SALARY: 2016		Engineering Technician				\$37,560	\$49,092	30.7%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$41,028
\$39,062

37.1%
44.4%

Position: Engineering Technician
Minimums: Associates Degree in engineering or related field or equivalent

BENCH MARK:		19	DBM:	B24	YAKIMA COUNTY JOB CLASSIFICATION:		Engineering Technical Specialist		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
19	Benton County	Engineering Technician II			2080		\$47,400	\$61,500	29.7%
19	Clark County	No Match			2080				
19	Kennewick	Engineering Technician II			2080		\$54,132	\$75,792	40.0%
19	Kitsap County	Engineering Technician 3 - Construction			2080		\$49,046	\$62,608	27.7%
19	Private Employer	No Match			2080				
19	Richland	Engineering Technician III			2080		\$54,288	\$81,453	50.0%
19	Spokane	Engineering Technician III			2080		\$36,715	\$60,823	65.7%
19	Spokane County	Engineering Technician 2			1950		\$41,863	\$56,489	34.9%
19	Thurston County	No Match			2080				
19	Washington State	Engineering Technician 2			2080		\$40,704	\$54,744	34.5%
19	Whatcom County	Engineering Technician II			2080		\$45,822	\$65,936	43.9%
19	Yakima	No Match			2080				
19	YAKIMA COUNTY SALARY:	2016	Engineering Technical Specialist				\$44,856	\$56,832	26.7%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$46,246
\$46,611

40.4%
33.1%

Minimums: Associates Degree and 2 years of experience
Position: Engineering Technical Specialist

BENCH MARK:		20	DBM:	B25	YAKIMA COUNTY JOB CLASSIFICATION:		Senior Engineering Technician		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
20	Benton County		Engineering Technician III		2080		\$52,248	\$67,800	29.8%
20	Clark County		Senior Engineering Technician		2080		\$59,197	\$75,566	27.7%
20	Kennewick		Engineering Technician III		2080		\$56,796	\$79,536	40.0%
20	Kitsap County		Engineering Technician 5 - Construction		2080		\$54,142	\$69,118	27.7%
20	Private Employer		No Match		2080				
20	Richland		Engineering Technician IV		2080		\$59,675	\$89,502	50.0%
20	Spokane		Engineering Technician IV		2080		\$43,263	\$64,749	49.7%
20	Spokane County		Engineering Technician 3		1950		\$48,629	\$65,618	34.9%
20	Thurston County		Senior Engineering Technician		2080		\$53,784	\$71,544	33.0%
20	Washington State		Engineering Technician 3		2080		\$44,880	\$60,420	34.6%
20	Whatcom County		Senior Engineering Technician		2080		\$58,594	\$83,762	43.0%
20	Yakima		No Match		2080				
20	YAKIMA COUNTY SALARY:		2016	Senior Engineering Technician			\$49,536	\$62,016	25.2%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$53,121
\$53,963

\$72,762
\$70,331

37.0%
30.3%

Position: Senior Engineering Technician

Minimums: Associate's Degree in Civil Engineering and 4 years of field / inspection experience

BENCH MARK:		21	DBM:	C41	YAKIMA COUNTY JOB CLASSIFICATION:		Engineer		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
					MINIMUM		MAXIMUM		
21	Benton County			Engineer Associate I		2080	\$52,248	\$67,800	29.8%
21	Clark County			Engineer I/II		2080	\$51,147	\$65,291	27.7%
21	Kennewick			Field Engineer I		2080	\$53,124	\$74,376	40.0%
21	Kitsap County			Engineer 1		2080	\$56,826	\$72,530	27.6%
21	Private Employer			No Match		2080			
21	Richland			Civil Engineer		2080	\$54,288	\$81,453	50.0%
21	Spokane			Field Engineer		2080	\$65,897	\$81,140	23.1%
21	Spokane County			Engineer 1		1950	\$49,093	\$66,244	34.9%
21	Thurston County			Civil Engineer		2080	\$65,076	\$86,772	33.3%
21	Washington State			Civil Engineer 2		2080	\$49,608	\$66,684	34.4%
21	Whatcom County			Engineer II		2080	\$58,594	\$83,762	43.0%
21	Yakima			No Match		2080			
YAKIMA COUNTY SALARY:				2016	Engineer		\$51,768	\$68,232	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$55,590
\$53,706

\$74,605
\$73,453

34.2%
36.8%

Position: Engineer

Minimums: Bachelor's Degree in Civil Engineering or related engineering field and 2 years engineering experience or equivalent.

BENCH MARK:		22	DBM:	C44	YAKIMA COUNTY JOB CLASSIFICATION:		Project Engineer		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
22	Benton County			Engineer Associate II		2080	\$57,612	\$74,772	29.8%
22	Clark County			Engineer II		2080	\$59,197	\$75,566	27.7%
22	Kennewick			Project Engineer		2080	\$68,088	\$95,316	40.0%
22	Kitsap County			Engineer 2		2080	\$62,712	\$80,038	27.6%
22	Private Employer			No Match		2080			
22	Richland			Civil Engineer II		2080	\$65,686	\$98,509	50.0%
22	Spokane			Senior Engineer		2080	\$78,070	\$96,319	23.4%
22	Spokane County			Engineer 3		1950	\$67,344	\$90,872	34.9%
22	Thurston County			Senior Civil Engineer		2080	\$71,448	\$95,268	33.3%
22	Washington State			Civil Engineer 3		2080	\$57,516	\$77,340	34.5%
22	Whatcom County			Senior Engineer		2080	\$66,435	\$94,765	42.6%
22	Yakima			Construction Supervisor		2080	\$66,854	\$83,928	25.5%
22	YAKIMA COUNTY SALARY:		2016	Project Engineer			\$61,680	\$79,944	29.6%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$65,542
\$66,435

33.5%
36.8%

Position: Project Engineer
Minimums: Bachelor's Degree in Civil Engineering or related engineering field and 4 years engineering experience

BENCH MARK:		23	DBM:	A13	YAKIMA COUNTY JOB CLASSIFICATION:		Financial Technician		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
23	Benton County			Accounting Assistant II		2080	\$32,760	\$42,516	29.8%
23	Clark County			Accounting Assistant I		2080	\$32,074	\$40,851	27.4%
23	Kennewick			Accounting Specialist		2080	\$44,076	\$61,740	40.1%
23	Kitsap County			Fiscal Technician 2		2080	\$35,048	\$46,966	34.0%
23	Private Employer			Accounting Specialist		2080	\$27,810	\$38,938	40.0%
23	Richland			Accounting Clerk I		2080	\$30,659	\$45,968	49.9%
23	Spokane			Cash Accounting Clerk I		2080	\$31,988	\$45,518	42.3%
23	Spokane County			Accounting Technician 2		1950	\$28,930	\$39,036	34.9%
23	Thurston County			Accounting Assistant I		2080	\$36,408	\$48,420	33.0%
23	Washington State			Fiscal Technician 1		2080	\$25,560	\$33,672	31.7%
23	Whatcom County			Account Clerk II		2080	\$31,907	\$47,861	50.0%
23	Yakima			Financial Services Specialist		2080	\$36,171	\$43,202	19.4%
23	YAKIMA COUNTY SALARY:		2016	Financial Technician			\$32,388	\$42,216	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$32,783
\$32,031

\$44,557
\$44,360

35.9%
38.5%

Position: Financial Technician

Minimums: High School Diploma or G.E.D., 1 year of general clerical experience and 6 months accounting experience.

BENCH MARK:		24	DBM:	B21	YAKIMA COUNTY JOB CLASSIFICATION:	Financial Specialist			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
						MINIMUM	MAXIMUM		
24	Benton County		Accounting Assistant III		2080	\$36,120	\$46,860	29.7%	
24	Clark County		Accounting Assistant III		2080	\$38,938	\$49,712	27.7%	
24	Kennewick		Accounting Technician		2080	\$49,116	\$68,772	40.0%	
24	Kitsap County		Fiscal Technician 3		2080	\$39,042	\$52,354	34.1%	
24	Private Employer		No Match		2080				
24	Richland		Accounting Clerk II		2080	\$33,675	\$50,523	50.0%	
24	Spokane		Accounting Clerk		2080	\$34,974	\$50,583	44.6%	
24	Spokane County		Accounting Technician 3		1950	\$31,968	\$43,137	34.9%	
24	Thurston County		Accounting Assistant II		2080	\$40,140	\$53,388	33.0%	
24	Washington State		Fiscal Technician 2		2080	\$27,336	\$36,096	32.0%	
24	Whatcom County		Account Clerk IV		2080	\$34,570	\$51,667	49.5%	
24	Yakima		Financial Services Technician - Payroll		2080	\$46,675	\$56,784	21.7%	
24		YAKIMA COUNTY SALARY: 2016		Financial Specialist		\$34,596	\$45,648	31.9%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$37,505
\$36,120
\$50,898
\$50,583

35.7%
40.0%

Position: Financial Specialist
Minimums: High School Diploma or G.E.D., and 3 years of general accounting experience.

BENCH MARK:		25	DBM:	B24	YAKIMA COUNTY JOB CLASSIFICATION:	Commercial Appraiser			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
25	Benton County		Commercial Appraiser		2080	MINIMUM	MAXIMUM		
25	Clark County		Commercial Appraiser Specialist		2080	\$45,144	\$58,572	29.7%	
25	Kennewick		No Match		2080	\$58,885	\$75,109	27.6%	
25	Kitsap County		Appraiser 3 Commercial		2080	\$51,711	\$66,269	28.2%	
25	Private Employer		No Match		2080				
25	Richland		No Match		2080				
25	Spokane		Senior Real Estate Agent		2080	\$58,276	\$71,577	22.8%	
25	Spokane County		Commercial Appraiser		1950	\$44,100	\$59,678	35.3%	
25	Thurston County		Commercial Property Appraiser		2080	\$53,784	\$71,544	33.0%	
25	Washington State		Property & Acquisition Specialist 2		2080	\$40,704	\$54,744	34.5%	
25	Whatcom County		Appraiser IV		2080	\$53,997	\$77,293	43.1%	
25	Yakima		No Match		2080				
25		YAKIMA COUNTY SALARY: 2016		Commercial Appraiser		\$44,856	\$56,832	26.7%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$50,825
\$52,748

\$66,848
\$68,906

31.5%
30.6%

Minimums: Associate's Degree and 2 years appraisal experience. **Position:** Commercial Appraiser

BENCH MARK:		26	DBM:	C41	YAKIMA COUNTY JOB CLASSIFICATION:		Accountant		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
26	Benton County			Accounting Support Officer		2080	\$58,440	\$74,772	27.9%
26	Clark County			Accountant		2080	\$44,512	\$56,888	27.8%
26	Kennewick			Accountant I		2080	\$59,712	\$83,592	40.0%
26	Kitsap County			Accountant 1		2080	\$54,142	\$69,118	27.7%
26	Private Employer			Staff Accountant		2080	\$56,264	\$78,770	40.0%
26	Richland			Accounting Operations Coordinator		2080	\$48,464	\$72,696	50.0%
26	Spokane			Accountant I		2080	\$52,973	\$64,916	22.5%
26	Spokane County			Accountant		1950	\$46,492	\$62,734	34.9%
26	Thurston County			Accountant		2080	\$59,304	\$78,876	33.0%
26	Washington State			Fiscal Analyst 1		2080	\$32,916	\$43,860	33.2%
26	Whatcom County			Financial Accountant		2080	\$40,144	\$59,322	47.8%
26	Yakima			Accountant		2080	\$62,629	\$76,128	21.6%
26	YAKIMA COUNTY SALARY:		2016	Accountant			\$51,768	\$68,232	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$51,333
\$53,558

\$68,473
\$70,907

33.4%
32.4%

Position: Accountant

Minimums: Bachelor's Degree in Accounting, Economics, Finance or related field and 1 year of professional level financial experience.

BENCH MARK:		27	DBM:	C43	YAKIMA COUNTY JOB CLASSIFICATION:		Senior Accountant		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
27	Benton County			Finance Manager		2080	\$60,480	\$78,504	29.8%
27	Clark County			Senior Accountant		2080	\$52,853	\$67,475	27.7%
27	Kennewick			Accountant II		2080	\$68,088	\$95,316	40.0%
27	Kitsap County			Accounting / Finance Manager 1		2080	\$62,712	\$80,038	27.6%
27	Private Employer			Chief Accountant		2080	\$65,874	\$92,310	40.1%
27	Richland			Accountant I		2080	\$59,675	\$89,502	50.0%
27	Spokane			Accountant II		2080	\$61,262	\$75,231	22.8%
27	Spokane County			Senior Accountant		1950	\$54,821	\$73,973	34.9%
27	Thurston County			Senior Financial Analyst		2080	\$68,784	\$91,704	33.3%
27	Washington State			Fiscal Analyst 4		2080	\$43,860	\$58,956	34.4%
27	Whatcom County			No Match		2080			
27	Yakima			No Match		2080			
27	YAKIMA COUNTY SALARY: 2016			Senior Accountant			\$57,828	\$75,372	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$59,841 \$80,301 34.2%
\$60,871 \$79,271 30.2%

Position: Senior Accountant
Minimums: Bachelor's Degree in Accounting, Economics or Finance or related field and 3 years of professional level accounting experience or equivalent.

BENCH MARK:		28	DBM:	C45	YAKIMA COUNTY JOB CLASSIFICATION:	Accounting Manager			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
28	Benton County	Financial Administrator			2080	MINIMUM	MAXIMUM		
28	Clark County	Accounting Manager			2080	\$63,504	\$82,404	29.8%	
28	Kennewick	Accounting Supervisor			2080	\$74,784	\$105,648	41.3%	
28	Kitsap County	Accounting / Finance Manager 2			2080	\$74,292	\$104,040	40.0%	
28	Private Employer	No Match			2080	\$69,077	\$88,150	27.6%	
28	Richland	No Match			2080				
28	Spokane	Credit and Collections Manager			2080	\$65,897	\$81,140	23.1%	
28	Spokane County	Financial Operations Manager			1950	\$61,187	\$82,564	34.9%	
28	Thurston County	Financial Services Manager			2080	\$80,700	\$107,604	33.3%	
28	Washington State	Organization & Fiscal Auditor 4			2080	\$48,432	\$65,088	34.4%	
28	Whatcom County	Accounting Supervisor			2080	\$58,824	\$80,484	36.8%	
28	Yakima	Financial Services Manager			2080	\$82,326	\$100,069	21.6%	
28		YAKIMA COUNTY SALARY:		2016	Accounting Manager		\$68,484	\$90,456	32.1%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$67,902
\$67,487

32.1%
26.5%

Position: Accounting Manager

Minimums: Bachelor's Degree in Accounting, Economics or Finance or related field and 5 years of professional level accounting experience and 2 years of supervisor experience or equivalent.

BENCH MARK:		29	DBM:	B22	YAKIMA COUNTY JOB CLASSIFICATION:		Juvenile Correction Officer (Detention Officer)		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
29	Benton County		Detention Officer		2080		\$32,832	\$42,612	29.8%
29	Clark County		Juvenile Detention Officer		2080		\$43,826	\$56,098	28.0%
29	Kennewick		No Match		2080				
29	Kitsap County		Juvenile Detention Officer		2080		\$40,914	\$54,829	34.0%
29	Private Employer		No Match		2080				
29	Richland		No Match		2080				
29	Spokane		No Match		2080				
29	Spokane County		Juvenile Corrections Officer		1950		\$39,134	\$52,806	34.9%
29	Thurston County		Juvenile Detention Officer		2080		\$44,832	\$59,640	33.0%
29	Washington State		Juvenile Rehabilitation Security Officer 1		2080		\$31,416	\$41,736	32.8%
29	Whatcom County		Juvenile Detention Officer I		2080		\$39,062	\$58,240	49.1%
29	Yakima		No Match		2080				
29	YAKIMA COUNTY SALARY:		2016	Juvenile Correction Officer (Detention Officer)			\$37,560	\$49,092	30.7%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$38,859
\$39,134

\$52,280
\$54,829

34.5%
40.1%

Position: Juvenile Correction Officer (Detention Officer)

Minimums: Minimum Qualifications: High School Diploma or G.E.D. and 1 year of security, detention or related experience. Must be 21 years of age.

BENCH MARK:		30	DBM:	B23	YAKIMA COUNTY JOB CLASSIFICATION:		Law Enforcement Dispatcher		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
30	Benton County			No Match		2080			
30	Clark County			No Match		2080			
30	Kennewick			No Match		2080			
30	Kitsap County			Emergency Telecommunicator		2080	\$47,799	\$58,085	21.5%
30	Private Employer			No Match		2080			
30	Richland			Emergency Communications Dispatcher		2080	\$40,477	\$57,782	42.8%
30	Spokane			Radio Operator I		2080	\$34,870	\$50,091	43.7%
30	Spokane County			Communications Officer		1950	\$41,237	\$55,643	34.9%
30	Thurston County			No Match		2080			
30	Washington State			Communications Officer 2		2080	\$39,468	\$52,764	33.7%
30	Whatcom County			No Match		2080			
30	Yakima			Public Safety Dispatcher		2080	\$43,888	\$58,781	33.9%
30	YAKIMA COUNTY SALARY:		2016	Law Enforcement Dispatcher			\$40,536	\$52,548	29.6%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$41,290
\$40,857

\$55,524
\$56,713

34.5%
38.8%

Position: Law Enforcement Dispatcher
Minimums: High School Diploma or G.E.D. and 1 year of work experience related to office support functions.

BENCH MARK:		32	DBM:	C45	YAKIMA COUNTY JOB CLASSIFICATION:	Human Resources Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
32	Benton County			Personnel Manager	2080	\$57,612	\$74,772	29.8%
32	Clark County			Program Manager II	2080	\$72,960	\$103,080	41.3%
32	Kennewick			Human Resources Director	2080	\$85,620	\$119,880	40.0%
32	Kitsap County			Human Resources Manager	2080	\$79,955	\$102,066	27.7%
32	Private Employer			Human Resources Manager	2080	\$81,200	\$121,800	50.0%
32	Richland			Risk & Safety Program Administrator	2080	\$59,675	\$89,502	50.0%
32	Spokane			Senior Human Resources Analyst	2080	\$75,606	\$93,146	23.2%
32	Spokane County			HR Program Manager	1950	\$55,178	\$74,455	34.9%
32	Thurston County			Compensation & Benefits Manager	2080	\$76,560	\$102,084	33.3%
32	Washington State			Human Resource Consultant 4	2080	\$50,844	\$68,412	34.6%
32	Whatcom County			Human Resources Manager	2080	\$84,768	\$115,920	36.7%
32	Yakima			Director of Human Resources	2080	\$100,069	\$127,712	27.6%
32	YAKIMA COUNTY SALARY:		2016	Human Resources Manager		\$68,484	\$90,456	32.1%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$73,337
\$76,083

\$99,402
\$102,075

35.5%
34.2%

Position: Human Resources Manager

Minimums: Bachelor's Degree in Human Resources or a related field plus 5 years of progressively responsible Human Resource related experience including HRIS system administration or equivalent.

BENCH MARK:		33	DBM:	D61	YAKIMA COUNTY JOB CLASSIFICATION:		Emergency Medical Services Manager		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
33	Benton County			No Match		2080			
33	Clark County			No match		2080			
33	Kennewick			No Match		2080			
33	Kitsap County			No Match		2080			
33	Private Employer			No Match		2080			
33	Richland			No Match		2080			
33	Spokane			Medical Services Division Chief		2080	\$116,824	\$132,692	13.6%
33	Spokane County			No Match		1950			
33	Thurston County			No Match		2080			
33	Washington State			Compliance Specialist Supervisor		2080	\$54,744	\$73,644	34.5%
33	Whatcom County			No Match		2080			
33	Yakima			No Match		2080			
33	YAKIMA COUNTY SALARY:		2016	Emergency Medical Services Manager			\$70,608	\$93,072	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$85,784 \$103,168 20.3%
\$85,784 \$103,168 20.3%

Position: Emergency Medical Services Manager
Minimums: Bachelor's Degree in EMS or Health Care Administration, Business or Public Administration and 3 years of EMS field experience is required.or equivalent. In addition, 3 years of experience in a supervisory or administrative capacity and 2 years experience directly related to conducting EMS related training courses or continuing education classes is required.

BENCH MARK:		35	DBM:	D61	YAKIMA COUNTY JOB CLASSIFICATION:	Administrative Services Supervisor - Public Services			4/1/2016	
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD		
35	Benton County		No Match		2080					
35	Clark County		Administrative Services Manager III		2080	\$76,632	\$108,276	41.3%		
35	Kennewick		No Match		2080					
35	Kitsap County		Adminstrative Services Supervisor		2080	\$59,696	\$112,190	87.9%		
35	Private Employer		No Match		2080					
35	Richland		Public Works Administration Supervisor		2080	\$54,288	\$81,453	50.0%		
35	Spokane		Office Administrator		2080	\$62,640	\$77,047	23.0%		
35	Spokane County		No Match		1950					
35	Thurston County		Administrative Services Manager		2080	\$66,744	\$88,992	33.3%		
35	Washington State		Administrative Services Manager B		2080	\$42,756	\$57,516	34.5%		
35	Whatcom County		Records & Project Administrator		2080	\$63,972	\$87,372	36.6%		
35	Yakima		No Match		2080					
35		YAKIMA COUNTY SALARY:		2016	Administrative Services Supervisor - Public Services			\$70,608	\$93,072	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$60,961
\$62,640

\$87,549
\$87,372

43.6%
39.5%

Position: Administrative Services Supervisor - Public Services

Minimums: Bachelor's degree in Business, Planning, Public Administration, Liberal Arts or related field and 6 years of progressively responsible experience in the area of assignment including two years experience in a supervisory capacity at the management level

BENCH MARK:		36	DBM:	D62	YAKIMA COUNTY JOB CLASSIFICATION:	Emergency Management Manager			4/1/2016
Bench	PARTICIPANT NAME				SURVEY JOB MATCH	ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
36	Benton County				No Match	2080			
36	Clark County				No match	2080			
36	Kennewick				No Match	2080			
36	Kitsap County				Director of Emergency Management	2080	\$72,550	\$92,581	27.6%
36	Private Employer				No Match	2080			
36	Richland				BCES Emergency Management Manager	2080	\$65,686	\$98,509	50.0%
36	Spokane				Social Response Manager	2080	\$47,105	\$57,441	21.9%
36	Spokane County				Deputy Director - Emergency Management	1950	\$78,295	\$106,511	36.0%
36	Thurston County				Emergency Management Manager	2080	\$74,556	\$99,408	33.3%
36	Washington State				Communications Consultant 5	2080	\$56,136	\$75,456	34.4%
36	Whatcom County				Deputy Director - Emergency Management	2080	\$71,652	\$98,268	37.1%
36	Yakima				Emergency Management Specialist	2080	\$63,586	\$76,669	20.6%
36	YAKIMA COUNTY SALARY:				2016	Emergency Management Manager			\$99,084
							\$75,468		31.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:	\$66,196	\$88,105	33.1%
MEDIAN (50TH PERCENTILE):	\$68,669	\$95,424	39.0%

Position: Emergency Management Manager

Minimums: Bachelor's Degree in Communications, Education or Public Administration and 6 years of increasingly responsible professional experience including at least 3 years supervision / management or equivalent.

BENCH MARK:		37	DBM:	D62	YAKIMA COUNTY JOB CLASSIFICATION:		Facilities Services Manager		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
37	Benton County			Facilities Manager		2080	\$63,504	\$82,404	29.8%
37	Clark County			Facilities Management Manager		2080	\$76,632	\$108,276	41.3%
37	Kennewick			Plant Services Supervisor		2080	\$64,668	\$90,528	40.0%
37	Kitsap County			Facilities Maintenance Superintendent		2080	\$72,550	\$92,581	27.6%
37	Private Employer			Director of Plant Operations		2080	\$62,480	\$93,720	50.0%
37	Richland			Parks & Facilities Resource Manager		2080	\$63,918	\$95,867	50.0%
37	Spokane			Project Manager - Facilities		2080	\$64,937	\$79,782	22.9%
37	Spokane County			Facilities Director		1950	\$72,510	\$97,842	34.9%
37	Thurston County			Facilities Services Manager		2080	\$66,048	\$88,056	33.3%
37	Washington State			Plant Manager 3		2080	\$52,080	\$70,056	34.5%
37	Whatcom County			Facilities Manager		2080	\$84,768	\$115,920	36.7%
37	Yakima			Building Superintendent		2080	\$52,978	\$64,522	21.8%
37	YAKIMA COUNTY SALARY: 2016			Facilities Services Manager			\$75,468	\$99,084	31.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$66,423
\$64,802

\$89,963
\$91,554

35.4%
41.3%

Position: Facilities Services Manager

Minimums: Bachelor's Degree in Construction Management, Industrial, Electrical or Mechanical Engineering and 6 years at the building trades including 3 years of experience as a crew lead, supervisor, foreman, superintendent or equivalent.

BENCH MARK:		39	DBM:	D63	YAKIMA COUNTY JOB CLASSIFICATION:		Senior Accounting Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
39	Benton County	No Match		2080					
39	Clark County	Program Manager II		2080		\$72,960		\$103,080	41.3%
39	Kennewick	No Match		2080					
39	Kitsap County	Accounting / Finance Manager 2		2080		\$69,077		\$88,150	27.6%
39	Private Employer	No Match		2080					
39	Richland	No Match		2080					
39	Spokane	Division Accountant		2080		\$74,354		\$90,870	22.2%
39	Spokane County	Finance Manager - Public Works		1950		\$61,187		\$82,564	34.9%
39	Thurston County	Fiscal Manager		2080		\$66,660		\$88,884	33.3%
39	Washington State	Budget Analyst 4		2080		\$50,844		\$68,412	34.6%
39	Whatcom County	Finance Manager		2080		\$84,768		\$115,920	36.7%
39	Yakima	Deputy Director of Accounting and Budget		2080		\$90,771		\$110,219	21.4%
39	YAKIMA COUNTY SALARY: 2016		Senior Accounting Manager				\$80,256		\$104,940 30.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$71,328 31.1%
\$71,018 26.6%

Position: Senior Accounting Manager
Minimums: Bachelor's Degree in Accounting, Business or Finance and 5 years of progressive experience of which 3 must be in a managerial or supervisory capacity.

BENCH MARK:		40	DBM:	D63	YAKIMA COUNTY JOB CLASSIFICATION:	Building & Fire Safety Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
40	Benton County			Building Manager	2080	\$66,684	\$86,544	29.8%
40	Clark County			Chief Building Official	2080	\$84,612	\$119,508	41.2%
40	Kennewick			Chief Building Official	2080	\$78,684	\$110,160	40.0%
40	Kitsap County			Fire Marshal	2080	\$72,550	\$92,581	27.6%
40	Private Employer			No Match	2080			
40	Richland			Fire & Emergency Services Director	2080	\$92,726	\$139,069	50.0%
40	Spokane			No Match	2080			
40	Spokane County			Director of Building & Code Enforcement	1950	\$70,019	\$94,481	34.9%
40	Thurston County			No Match	2080			
40	Washington State			EMS II	2080	\$54,384	\$99,804	83.5%
40	Whatcom County			Building & Fire Safety Manager	2080	\$74,724	\$101,232	35.5%
40	Yakima			Code Administration Manager	2080	\$74,672	\$90,771	21.6%
40	YAKIMA COUNTY SALARY:	2016		Building & Fire Safety Manager		\$80,256	\$104,940	30.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$74,339
\$74,672

\$103,794
\$99,804

39.6%
33.7%

Position: Building & Fire Safety Manager

Minimums: Bachelor's Degree in Architecture or Public Administration and 6 years of increasingly responsible professional experience including at least 3 years supervision or management or equivalent.

BENCH MARK:		41	DBM:	D63	YAKIMA COUNTY JOB CLASSIFICATION:		Network Operations Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
41	Benton County	No Match		2080					
41	Clark County	Senior Network Administrator		2080		\$78,146		\$99,736	27.6%
41	Kennewick	Information Systems Manager		2080		\$85,620		\$119,880	40.0%
41	Kitsap County	Senior Information & Assistance Supervisor		2080		\$56,826		\$72,530	27.6%
41	Private Employer	No Match		2080					
41	Richland	No Match		2080					
41	Spokane	Regional Communications Infrastructure Manager		2080		\$75,606		\$93,146	23.2%
41	Spokane County	Technical Services Manager		1950		\$74,716		\$100,818	34.9%
41	Thurston County	IT Technical Manager		2080		\$81,732		\$108,972	33.3%
41	Washington State	IT Systems/ Application Specialist 6		2080		\$68,412		\$91,956	34.4%
41	Whatcom County	Systems Administrator		2080		\$53,988		\$77,292	43.2%
41	Yakima	Information Systems Manager		2080		\$82,326		\$100,069	21.6%
41	YAKIMA COUNTY SALARY: 2016		Network Operations Manager				\$80,256		\$104,940 30.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$73,041 31.5%
\$75,606 31.9%

Position: Network Operations Manager

Minimums: Bachelor's degree in Computer Science, Business or a related field and 6 years computer related experience of which 3 years are in a network operations managerial capacity.

BENCH MARK:		42	DBM:	D64	YAKIMA COUNTY JOB CLASSIFICATION:	Operations Manager - Prosecuting Attorney Office			4/1/2016	
Bench	PARTICIPANT NAME				SURVEY JOB MATCH	ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
				MINIMUM			MAXIMUM			
42	Benton County				Office Manager - Prosecuting Attorney Office	2080	\$58,224	\$78,504	34.8%	
42	Clark County				PA Administrator	2080	\$60,492	\$108,276	79.0%	
42	Kennewick				No Match	2080				
42	Kitsap County				Manager - Prosecutors Administrative Services	2080	\$65,196	\$97,240	49.2%	
42	Private Employer				No Match	2080				
42	Richland				No Match	2080				
42	Spokane				Office Administrator	2080	\$73,596	\$77,047	4.7%	
42	Spokane County				Administrative Attorney	1950	\$81,024	\$114,796	41.7%	
42	Thurston County				Administrative Services Manager	2080	\$76,140	\$88,992	16.9%	
42	Washington State				Administrative Services Manager C	2080	\$76,392	\$65,088	-14.8%	
42	Whatcom County				Administrative Manager Prosecutor	2080	\$76,680	\$80,484	5.0%	
42	Yakima				No Match	2080				
42		YAKIMA COUNTY SALARY: 2016			Operations Manager - Prosecuting Attorney Office			\$80,256	\$104,940	30.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$70,968
\$74,868

25.1%
13.2%

Position: Operations Manager - Prosecuting Attorney Office
Minimums: Bachelor's Degree in Criminal Justice or Public Administration and 7 years of management experience.

BENCH MARK:		43	DBM:	D64	YAKIMA COUNTY JOB CLASSIFICATION:	District Court / District Court Probation Manager			4/1/2016
Bench	PARTICIPANT NAME				SURVEY JOB MATCH	ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
				MINIMUM			MAXIMUM		
43	Benton County			No Match		2080			
43	Clark County			District Court Administrator		2080	\$88,188	\$124,596	41.3%
43	Kennewick			No Match		2080			
43	Kitsap County			District Court Administrator		2080	\$84,011	\$107,245	27.7%
43	Private Employer			No Match		2080			
43	Richland			No Match		2080			
43	Spokane			Assistant Court Administrator		2080	\$59,779	\$73,435	22.8%
43	Spokane County			District Court Administrator		1950	\$80,527	\$108,660	34.9%
43	Thurston County			District Court Administrator		2080	\$90,480	\$120,636	33.3%
43	Washington State			No Match		2080			
43	Whatcom County			District Court / District Court Probation Administrator		2080	\$99,744	\$136,068	36.4%
43	Yakima			Municipal Court Services Manager		2080	\$74,672	\$90,771	21.6%
43	YAKIMA COUNTY SALARY:				2016	District Court / District Court Probation Manager			\$111,180
							\$85,320		30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$82,486
\$84,011

\$108,773
\$108,660

31.9%
29.3%

Position: District Court / District Court Probation Manager
Minimums: Bachelor's Degree in Social Work, Criminal Justice, Public Administration and 6 years of experience including at least 3 years of supervision or management equivalent.

BENCH MARK:		44	DBM:	D64	YAKIMA COUNTY JOB CLASSIFICATION:	Road Maintenance Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
44	Benton County			Road Maintenance Manager	2080	\$63,504	\$82,404	29.8%
44	Clark County			Operations Manager	2080	\$84,612	\$119,508	41.2%
44	Kennewick			Maintenance & Operations Manager	2080	\$81,012	\$113,424	40.0%
44	Kitsap County			Senior Program Manager - Road Superintendent	2080	\$76,190	\$97,240	27.6%
44	Private Employer			No Match	2080			
44	Richland			Streets Supervisor	2080	\$60,570	\$90,854	50.0%
44	Spokane			Principal Traffic Engineer	2080	\$88,824	\$109,704	23.5%
44	Spokane County			Road Maintenance & Operations Superintendent	1950	\$68,361	\$92,243	34.9%
44	Thurston County			Road Operations Manager	2080	\$80,700	\$107,604	33.3%
44	Washington State			EMS II	2080	\$54,384	\$99,804	83.5%
44	Whatcom County			M&O Superintendent	2080	\$77,940	\$106,704	36.9%
44	Yakima			Street & Traffic Operations Manager	2080	\$79,976	\$97,178	21.5%
44	YAKIMA COUNTY SALARY: 2016			Road Maintenance Manager		\$85,320	\$111,180	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$74,188
\$77,940

\$101,515
\$99,804

36.8%
28.1%

Position: Road Maintenance Manager

Minimums: Bachelor's Degree in a Civil Engineering and 6 years increasingly responsible professional experience including at least 3 years supervision or management.

BENCH MARK:		45	DBM:	D64	YAKIMA COUNTY JOB CLASSIFICATION:	Solid Waste Manager			4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
45	Benton County				Solid Waste Specialist	2080	\$58,932	\$76,452	29.7%
45	Clark County				Program Manager II	2080	\$72,960	\$103,080	41.3%
45	Kennewick				No Match	2080			
45	Kitsap County				Solid Waste Project Manager	2080	\$69,077	\$88,150	27.6%
45	Private Employer				No Match	2080			
45	Richland				Solid Waste Manager	2080	\$65,686	\$98,509	50.0%
45	Spokane				Solid Waste Disposal Superintendent	2080	\$78,070	\$96,319	23.4%
45	Spokane County				Regional Solid Waste Coord & Landfill Closure Mgr	1950	\$68,909	\$92,984	34.9%
45	Thurston County				Solid Waste Manager	2080	\$80,700	\$107,604	33.3%
45	Washington State				EMS II	2080	\$54,384	\$99,804	83.5%
45	Whatcom County				Senior Division Manager, PDS	2080	\$77,940	\$106,704	36.9%
45	Yakima				Solid Waste & Recycling Manager	2080	\$79,976	\$97,178	21.5%
45	YAKIMA COUNTY SALARY:			2016	Solid Waste Manager		\$85,320	\$111,180	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$70,663
\$71,018

36.8%
37.8%

Position: Solid Waste Manager
Minimums: Bachelor's Degree in Engineering, Planning, Environmental Studies, Public Administration or Business or a related field plus 6 years of progressively responsible related experience, including 3 years in a supervisory and managerial capacity or equivalent

BENCH MARK:		46	DBM:	D64	YAKIMA COUNTY JOB CLASSIFICATION:	Planning Director			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
						MINIMUM	MAXIMUM		
46	Benton County		Planning Manager		2080	\$70,008	\$90,852	29.8%	
46	Clark County		Community Planning Director		2080	\$88,188	\$124,596	41.3%	
46	Kennewick		Planning Director		2080	\$91,020	\$127,428	40.0%	
46	Kitsap County		DCD Policy & Planning Manager		2080	\$72,550	\$92,581	27.6%	
46	Private Employer		No Match		2080				
46	Richland		Planning & Redevelopment Manager		2080	\$70,262	\$105,373	50.0%	
46	Spokane		Planning Director		2080	\$95,672	\$118,327	23.7%	
46	Spokane County		Director of Planning		1950	\$90,104	\$121,582	34.9%	
46	Thurston County		Development Review Manager		2080	\$74,556	\$99,408	33.3%	
46	Washington State		EMS II		2080	\$54,384	\$99,804	83.5%	
46	Whatcom County		Planning & Development Services Director		2080	\$104,028	\$141,816	36.3%	
46	Yakima		Planning Manager		2080	\$74,672	\$90,771	21.6%	
46	YAKIMA COUNTY SALARY: 2016			Planning Director		\$85,320	\$111,180	30.3%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$80,495 \$110,231 36.9%
\$74,672 \$105,373 41.1%

Position: Planning Director

Minimums: Bachelor's Degree in Urban, Environmental or Regional Planning, Geography, Environmental Sciences, Natural Resources Management, Public Administration, Law and 6 years of progressively responsible related experience, including 3 years in a supervisory and managerial capacity or equivalent.

BENCH MARK:		48	DBM:	E81	YAKIMA COUNTY JOB CLASSIFICATION:	Public Works Assistant Director		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
48	Benton County		Public Works Manager		2080	\$95,976	\$124,572	29.8%
48	Clark County		Environmental Services Director		2080	\$102,276	\$144,492	41.3%
48	Kennewick		Assistant Public Works Director		2080	\$87,252	\$122,160	40.0%
48	Kitsap County		Assistant Director of Public Works		2080	\$88,150	\$112,528	27.7%
48	Private Employer		No Match		2080			
48	Richland		No Match		2080			
48	Spokane		No Match		2080			
48	Spokane County		No Match		1950			
48	Thurston County		Central Services Director		2080	\$97,008	\$129,336	33.3%
48	Washington State		EMS II		2080	\$54,384	\$99,804	83.5%
48	Whatcom County		Assistant Director of Public Works		2080	\$88,380	\$120,792	36.7%
48	Yakima		No Match		2080			
48	YAKIMA COUNTY SALARY:	2016	Public Works Assistant Director			\$91,056	\$118,236	29.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$87,632 \$121,955 39.2%
\$88,380 \$122,160 38.2%

Position: Public Works Assistant Director

Minimums: Bachelor's Degree in Engineering or a related field and 7 years progressively responsible experience, including two years in a supervisory and managerial capacity;

BENCH MARK:		49	DBM:	E82	YAKIMA COUNTY JOB CLASSIFICATION:		Public Works Director			4/1/2016
Bench	PARTICIPANT NAME				SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM		MAXIMUM		
49	Benton County				Public Works Director		2080	\$93,828	\$121,740	29.7%
49	Clark County				Public Works Director		2080	\$107,436	\$151,812	41.3%
49	Kennewick				Public Works Director		2080	\$106,668	\$149,328	40.0%
49	Kitsap County				Director of Public Works		2080	\$107,203	\$136,822	27.6%
49	Private Employer				No Match		2080			
49	Richland				Public Works Director		2080	\$92,726	\$139,069	50.0%
49	Spokane				Director of Public Works & Utilities		2080	\$122,962	\$152,654	24.1%
49	Spokane County				County Engineer		1950	\$87,532	\$118,111	34.9%
49	Thurston County				Public Works Director		2080	\$99,384	\$13,704	-86.2%
49	Washington State				EMS III		2080	\$54,384	\$99,804	83.5%
49	Whatcom County				Public Works Director		2080	\$108,480	\$147,828	36.3%
49	Yakima				Director of Public Works		2080	\$100,069	\$127,712	27.6%
49	YAKIMA COUNTY SALARY:				2016	Public Works Director		\$97,104	\$125,640	29.4%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$98,243
\$100,069

\$123,508
\$136,822

25.7%
36.7%

Position: Public Works Director

Minimums: Bachelor's Degree in Civil Engineering and seven years progressively responsible experience including 3 years in a supervisory and/or managerial capacity.

BENCH MARK:		51	DBM:	C41	YAKIMA COUNTY JOB CLASSIFICATION:		Probation Officer		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
51	Benton County		Counselor II		2080		\$47,400	\$61,500	29.7%
51	Clark County		Juvenile Probation Counselor		2080		\$54,496	\$69,534	27.6%
51	Kennewick		No Match		2080				
51	Kitsap County		No Match		2080				
51	Private Employer		No Match		2080				
51	Richland		No Match		2080				
51	Spokane		Probation Officer I		2080		\$43,911	\$66,565	51.6%
51	Spokane County		Probation Officer 1		1950		\$42,789	\$57,773	35.0%
51	Thurston County		Juvenile Probation Counselor I		2080		\$56,472	\$75,120	33.0%
51	Washington State		Community Corrections Officer 2		2080		\$40,704	\$54,744	34.5%
51	Whatcom County		Probation Officer I		2080		\$53,997	\$77,293	43.1%
51	Yakima		No Match		2080				
51	YAKIMA COUNTY SALARY:		2016	Probation Officer			\$51,768	\$68,232	31.8%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$48,538
\$47,400

\$66,076
\$66,565

36.1%
40.4%

Position: Probation Officer

Minimums: Bachelor's Degree in Sociology, Psychology, Criminal Justice or Social Work or a related field and 2 years counseling, interviewing and case work experience.

BENCH MARK:		52	DBM:	A12	YAKIMA COUNTY JOB CLASSIFICATION:		Maintenance Worker		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
52	Benton County		Park Caretaker		2080		\$40,944	\$53,136	29.8%
52	Clark County		Custodian		2080		\$33,925	\$41,392	22.0%
52	Kennewick		Utility Worker		2080		\$29,536	\$36,338	23.0%
52	Kitsap County		Custodian		2080		\$32,302	\$39,291	21.6%
52	Private Employer		Housekeeper		2080		\$21,632	\$32,032	48.1%
52	Richland		Laborer I		2080		\$35,027	\$42,494	21.3%
52	Spokane		Laborer II		2080		\$34,870	\$50,091	43.7%
52	Spokane County		Maintenance Worker 1		1950		\$28,642	\$38,648	34.9%
52	Thurston County		Custodian		2080		\$33,024	\$43,920	33.0%
52	Washington State		Custodian 1		2080		\$23,844	\$31,416	31.8%
52	Whatcom County		Maintenance Worker II		2080		\$36,067	\$53,810	49.2%
52	Yakima		Custodian		2080		\$25,314	\$30,222	19.4%
52	YAKIMA COUNTY SALARY:		2016	Maintenance Worker			\$30,084	\$39,540	31.4%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$31,261
\$32,663
\$41,066
\$40,342

31.4%
23.5%

Position: Maintenance Worker
Minimums: High School Diploma or G.E.D. and 1 year of maintenance experience in the area of assignment.

BENCH MARK:		54	DBM:	B23	YAKIMA COUNTY JOB CLASSIFICATION:		Facilities Maintenance Technician			4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
							MINIMUM	MAXIMUM		
54	Benton County				Facilities Maintenance Worker	2080	\$43,980	\$57,060	29.7%	
54	Clark County				Facilities Maintenance Worker/Specialist	2080	\$44,782	\$57,158	27.6%	
54	Kennewick				GC II- Carpenter	2080	\$54,787	\$58,635	7.0%	
54	Kitsap County				Maintenance Technician 1	2080	\$35,048	\$46,966	34.0%	
54	Private Employer				No Match	2080				
54	Richland				No Match	2080				
54	Spokane				Craft Specialist	2080	\$40,758	\$58,443	43.4%	
54	Spokane County				Trades Specialist 2	1950	\$32,776	\$44,228	34.9%	
54	Thurston County				Facilities Technician I	2080	\$42,144	\$56,052	33.0%	
54	Washington State				No Match	2080				
54	Whatcom County				Facilities Maintenance Technician	2080	\$40,144	\$58,698	46.2%	
54	Yakima				No Match	2080	\$46,056			
54		YAKIMA COUNTY SALARY:		2016	Facilities Maintenance Technician		\$40,536	\$52,548	29.6%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$42,275
\$42,144

\$54,655
\$57,109

29.3%
35.5%

Position: Facilities Maintenance Technician
Minimums: High School Diploma or G.E.D. and 4 years facilities maintenance experience.

BENCH MARK:		55	DBM:	B24	YAKIMA COUNTY JOB CLASSIFICATION:		Mechanic		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
						MINIMUM	MAXIMUM		
55	Benton County		Mechanic II		2080	\$52,296	\$55,788	6.7%	
55	Clark County		Equipment Technician I		2080	\$54,558	\$61,942	13.5%	
55	Kennewick		Mechanic I		2080	\$54,787	\$60,902	11.2%	
55	Kitsap County		Mechanic		2080	\$57,144	\$58,282	2.0%	
55	Private Employer		No Match		2080				
55	Richland		Equipment Technician		2080	\$61,800	\$63,378	2.6%	
55	Spokane		Automotive Mechanic		2080	\$39,985	\$57,336	43.4%	
55	Spokane County		Shop Worker - Motor Pool - ER&R		1950	\$52,152	\$52,152	0.0%	
55	Thurston County		Equipment Mechanic		2080	\$52,392	\$62,220	18.8%	
55	Washington State		Equipment Technician 3		2080	\$43,860	\$50,844	15.9%	
55	Whatcom County		Heavy Duty Mechanic		2080	\$48,589	\$69,451	42.9%	
55	Yakima		Fleet Maintenance Technician		2080	\$39,478	\$47,174	19.5%	
55	YAKIMA COUNTY SALARY:			2016	Mechanic	\$44,856	\$56,832	26.7%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$50,640
\$52,296

\$58,134
\$58,282

14.8%
11.4%

Position: Mechanic

Minimums: Associates Degree in diesel technology or related field from an approved automotive program and 2 years automotive and heavy equipment maintenance experience or 4 years experience in welding, metal design and fabrication, automotive repair and heavy equipment maintenance.

BENCH MARK:		56	DBM:	B23	YAKIMA COUNTY JOB CLASSIFICATION:	Road Maintenance Technician			4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD	
						MINIMUM	MAXIMUM		
56	Benton County			Maintenance Worker II	2080	\$42,984	\$55,788	29.8%	
56	Clark County			Highway Maintenance Specialist	2080	\$42,390	\$51,646	21.8%	
56	Kennewick			Maintenance & Construction Craftsworker	2080	\$44,678	\$54,330	21.6%	
56	Kitsap County			Truck Driver - Single Axle	2080	\$52,062	\$52,062	0.0%	
56	Private Employer			No Match	2080				
56	Richland			Maintenance Craftsworker I	2080	\$46,779	\$53,976	15.4%	
56	Spokane			Street Maintenance Operator II	2080	\$39,046	\$56,188	43.9%	
56	Spokane County			Road Maintenance Specialist 2	1950	\$47,862	\$47,862	0.0%	
56	Thurston County			Maintenance Technician	2080	\$47,520	\$56,436	18.8%	
56	Washington State			Maintenance Technician 1	2080	\$32,916	\$39,708	20.6%	
56	Whatcom County			Senior Road Maintenance Worker	2080	\$43,992	\$63,378	44.1%	
56	Yakima			Street Maintenance Specialist	2080	\$39,478	\$47,174	19.5%	
YAKIMA COUNTY SALARY:				2016	Road Maintenance Technician	\$40,536	\$52,548	29.6%	

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$43,610
\$43,992

20.6%
22.7%

Position: Road Maintenance Technician

Minimums: High School Diploma or G.E.D. and 4 years equipment operation, road maintenance and/or construction experience.

BENCH MARK:		57	DBM:	B24	YAKIMA COUNTY JOB CLASSIFICATION:		Facilities Maintenance Specialist		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
57	Benton County	No Match			2080				
57	Clark County	Facilities Maintenance Specialist			2080		\$69,576		0.0%
57	Kennewick	GC III- Journeyman Plumber			2080		\$55,827		9.1%
57	Kitsap County	Maintenance Mechanic 2			2080		\$45,843		34.1%
57	Private Employer	Engineer			2080		\$41,392		40.0%
57	Richland	HVAC Technician			2080		\$59,405		15.5%
57	Spokane	Parks & Facilities Groundsperson			2080		\$42,512		47.2%
57	Spokane County	Building Maintenance Specialist			1950		\$45,824		34.9%
57	Thurston County	Facilities Technician II			2080		\$46,464		33.0%
57	Washington State	Facilities Operations Maintenance Specialist			2080		\$46,056		16.0%
57	Whatcom County	Facilities Technical Specialist			2080		\$51,036		42.1%
57	Yakima	No Match			2080				
57	YAKIMA COUNTY SALARY: 2016		Facilities Maintenance Specialist				\$44,856		\$56,832 26.7%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$50,393 25.2%
\$46,260 33.6%

Position: Facilities Maintenance Specialist
Minimums: High School Diploma and 5 years experience in building maintenance including 2 years experience working in electrical, electronic or HVAC repair at the journey level in a facilities environment or equivalent.

BENCH MARK:		58	DBM:	B25	YAKIMA COUNTY JOB CLASSIFICATION:		Heavy Equipment Operator		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
58	Benton County		No Match		2080				
58	Clark County		Heavy Equipment Operator		2080		\$44,075	\$53,706	21.8%
58	Kennewick		GC-Equipment Operator		2080		\$54,787	\$77,813	42.0%
58	Kitsap County		Operator		2080		\$55,162	\$55,162	0.0%
58	Private Employer		No Match		2080				
58	Richland		Equipment Operator		2080		\$52,624	\$61,942	17.7%
58	Spokane		Heavy Equipment Operator		2080		\$39,985	\$57,336	43.4%
58	Spokane County		Road Maintenance Specialist 4		1950		\$45,194	\$51,382	13.7%
58	Thurston County		Senior Maintenance Technician		2080		\$52,392	\$62,220	18.8%
58	Washington State		Maintenance Technician 3		2080		\$39,708	\$48,432	22.0%
58	Whatcom County		Heavy Equipment Operator		2080		\$45,822	\$65,936	43.9%
58	Yakima		No Match		2080				
58	YAKIMA COUNTY SALARY:		2016	Heavy Equipment Operator			\$49,536	\$62,016	25.2%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$47,750
\$45,822

\$59,325
\$57,336

24.2%
25.1%

Position: Heavy Equipment Operator

Minimums: High School Diploma or G.E.D., 4 years of equipment operation experience, certification from the Solid Waste Association of North America (SWANA),

BENCH MARK:		59	DBM:	B25	YAKIMA COUNTY JOB CLASSIFICATION:	Lead Road Maintenance Technician		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM	MAXIMUM	
59	Benton County		Maintenance Worker III		2080	\$47,400	\$61,500	29.7%
59	Clark County		Highway Maintenance Crew Chief		2080	\$53,934	\$65,686	21.8%
59	Kennewick		Crew Leader - Streets / Storms / Traffic		2080	\$60,299	\$65,915	9.3%
59	Kitsap County		No Match		2080			
59	Private Employer		No Match		2080			
59	Richland		Lead Craftsworker		2080	\$51,418	\$67,496	31.3%
59	Spokane		Street Maintenance Foreperson		2080	\$47,356	\$71,932	51.9%
59	Spokane County		Road Maintenance Supervisor		1950	\$46,260	\$62,422	34.9%
59	Thurston County		Road Operations Crew Chief		2080	\$53,784	\$71,544	33.0%
59	Washington State		Maintenance Technician 3		2080	\$39,708	\$48,432	22.0%
59	Whatcom County		Road Crew Leader		2080	\$57,325	\$81,515	42.2%
59	Yakima		Street Maintenance Crew Leader		2080	\$45,219	\$54,184	19.8%
59	YAKIMA COUNTY SALARY:		2016	Lead Road Maintenance Technician		\$49,536	\$62,016	25.2%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$50,270
\$49,409
\$65,063
\$65,801

29.4%
33.2%

Position: Lead Road Maintenance Technician
Minimums: High school diploma or G.E.D. and 6 years equipment operation, road maintenance and/or construction experience including 1 year equivalent to a Road Maintenance Technician or Mechanic in Yakima County.

BENCH MARK:		60	DBM:	C43	YAKIMA COUNTY JOB CLASSIFICATION:		Road Maintenance Supervisor		4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
60	Benton County				Road Superintendent	2080	\$57,612	\$74,772	29.8%
60	Clark County				Highway Maintenance Crew Chief	2080	\$53,934	\$65,686	21.8%
60	Kennewick				No Match	2080			
60	Kitsap County				Road Supervisor	2080	\$62,712	\$80,038	27.6%
60	Private Employer				No Match	2080			
60	Richland				Lead Truck Driver	2080	\$55,910	\$63,378	13.4%
60	Spokane				Street Maintenance Supervisor	2080	\$57,169	\$86,234	50.8%
60	Spokane County				Road Maintenance Foreman	1950	\$55,373	\$64,322	16.2%
60	Thurston County				Road Operations Supervisor	2080	\$63,984	\$85,308	33.3%
60	Washington State				Maintenance Supervisor	2080	\$46,056	\$61,920	34.4%
60	Whatcom County				No Match	2080			
60	Yakima				Street Maintenance Supervisor	2080	\$69,014	\$83,928	21.6%
60	YAKIMA COUNTY SALARY:		2016		Road Maintenance Supervisor		\$57,828	\$75,372	30.3%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$57,974
\$57,169

\$73,954
\$74,772

27.6%
30.8%

Position: Road Maintenance Supervisor

Minimums: High School Diploma or G.E.D. and 7 years of road maintenance or heavy equipment operator experience including 2 years of experience at a supervisory or lead level.

BENCH MARK:		61	DBM:	C45	YAKIMA COUNTY JOB CLASSIFICATION:		Senior Engineer			4/1/2016
Bench	PARTICIPANT NAME				SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
						MINIMUM		MAXIMUM		
61	Benton County				Senior Engineer		2080	\$64,980	\$84,324	29.8%
61	Clark County				Engineer III		2080	\$68,474	\$87,526	27.8%
61	Kennewick				City Engineer		2080	\$87,252	\$122,160	40.0%
61	Kitsap County				Engineer 3		2080	\$69,077	\$88,150	27.6%
61	Private Employer				No Match		2080			
61	Richland				No match		2080			
61	Spokane				Principal Engineer		2080	\$88,824	\$109,704	23.5%
61	Spokane County				Engineer 4		1950	\$74,828	\$100,970	34.9%
61	Thurston County				No Match		2080			
61	Washington State				Civil Engineer 4		2080	\$63,480	\$85,380	34.5%
61	Whatcom County				No Match		2080			
61	Yakima				Senior Engineer		2080	\$72,530	\$88,088	21.5%
61		YAKIMA COUNTY SALARY:			2016	Senior Engineer		\$68,484	\$90,456	32.1%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:

MEDIAN (50TH PERCENTILE):

\$73,680
\$70,803

\$95,788
\$88,119

30.0%
24.5%

Position: Senior Engineer

Minimums: Bachelor's degree in Civil Engineering or related field and six years engineering experience including two years in area specialty

BENCH MARK:		62	DBM:	C45	YAKIMA COUNTY JOB CLASSIFICATION:		Elections Manager		4/1/2016
Bench	PARTICIPANT NAME		SURVEY JOB MATCH		ANNUAL HOURS WORKED		SALARY RANGE (if applicable)		RANGE SPREAD
							MINIMUM	MAXIMUM	
62	Benton County		Elections Administrator		2080		\$52,248	\$67,800	29.8%
62	Clark County		Program Manager II		2080		\$72,960	\$103,080	41.3%
62	Kennewick		No Match		2080				
62	Kitsap County		Elections Manager		2080		\$72,550	\$92,581	27.6%
62	Private Employer		No Match		2080				
62	Richland		No Match		2080				
62	Spokane		No Match		2080				
62	Spokane County		Elections Manager		1950		\$57,341	\$77,373	34.9%
62	Thurston County		Elections Manager		2080		\$70,944	\$94,584	33.3%
62	Washington State		No Match		2080				
62	Whatcom County		Coorindator II- Elections		2080		\$45,656	\$65,042	42.5%
62	Yakima		No Match		2080				
62	YAKIMA COUNTY SALARY:		2016	Elections Manager			\$68,484	\$90,456	32.1%

SUMMARY STATISTICS: (Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$61,950
\$64,143

34.6%
32.5%

Position: Elections Manager
Minimums: Bachelor's degree in Business, Political Science or Communications or related field and five years administration experience including two years of supervisory experience

BENCH MARK: 63		DBM:	A13	YAKIMA COUNTY JOB CLASSIFICATION:		Court Reporter			4/1/2016
Bench	PARTICIPANT NAME			SURVEY JOB MATCH		ANNUAL HOURS WORKED	SALARY RANGE (if applicable)		RANGE SPREAD
					MINIMUM		MAXIMUM		
63	Benton County			Court Reporter		2080	\$49,764	\$64,584	29.8%
63	Clark County			No match		2080			
63	Kennewick			No Match		2080			
63	Kitsap County			Court Reporter		2080	\$56,826	\$72,530	27.6%
63	Private Employer			No Match		2080			
63	Richland			No Match		2080			
63	Spokane			No Match		2080			
63	Spokane County			Official Court Reporter		1950	\$49,487	\$66,775	34.9%
63	Thurston County			Official Court Reporter		2080	\$75,360	\$75,360	0.0%
63	Washington State			No Match		2080			
63	Whatcom County			Court Reporter		2080	\$73,296	\$75,120	2.5%
63	Yakima			No Match		2080			
63	YAKIMA COUNTY SALARY: 2016			Court Reporter			\$32,388	\$42,216	30.3%

SUMMARY STATISTICS:
(Excluding Yakima County)

UNWEIGHTED AVERAGE:
MEDIAN (50TH PERCENTILE):

\$60,946
\$56,826

16.3%
27.6%

Position: Court Reporter
Minimums: High School Diploma or G.E.D. and 2 years court reporting experience.

BENCHMARK:		66 DBM:	ATTORNEY PAY PLAN		YAKIMA COUNTY JOB CLASSIFICATION :		ATTORNEY I - IV		4/1/2016
Bench	BENCHDESCR	DBM	FAMILY	PARTICIPANT NAME	SURVEY JOB MATCH	ANNUAL HOURS WORKED	MINIMUM	MAXIMUM	RANGE SPREAD
66	Attorney I - IV		Attorney	Benton County	Attorney I - IV	2080	\$ 52,248	\$ 112,980	116.2%
66	Attorney I - IV		Attorney	Clark County	Attorney I - IV	2080	\$ 58,032	\$ 135,240	133.0%
66	Attorney I - IV		Attorney	Kennewick	Attorney I - IV	2080	\$ 68,772	\$ 83,376	21.2%
66	Attorney I - IV		Attorney	Kitsap County	Attorney I - IV	2080	\$ 57,658	\$ 70,512	22.3%
66	Attorney I - IV		Attorney	Spokane	Attorney I - IV	2080	\$ 55,311	\$ 83,290	50.6%
66	Attorney I - IV		Attorney	Spokane County	Attorney I - IV	1950	\$ 81,938	\$ 110,563	34.9%
66	Attorney I - IV		Attorney	Thurston County	Attorney I - IV	2080	\$ 64,704	\$ 105,000	62.3%
66	Attorney I - IV		Attorney	Whatcom County	Attorney I - IV	2080	\$ 58,824	\$ 116,544	98.1%
66	Attorney I - IV		Attorney	Yakima	Attorney I - IV	2080	\$ 67,662	\$ 127,691	88.7%
66	Attorney I - IV		Attorney	Yakima County Salary	Attorney I - IV		\$ 61,464	\$ 118,236	92.4%

SUMMARY STATISTICS:
(Excluding Yakima County)

UNWEIGHTED AVERAGE
MEDIAN (50TH PERCENTILE)

\$ 62,794 \$ 105,022 67.2%
\$ 58,824 \$ 110,563 88.0%

Position: Attorney I - IV
Minimums: Admission to Washington State Bar Association

Benchmark	DBM	POSITION	4/1/2016		Range Difference	4/1/2016		Range Difference
			Market Trendline Low	Market Median Low (Scoli)		Market Trendline High	Market Median High (Scoli)	
1	A11	Office Assistant	\$27,979	\$26,468	5.7%	\$39,088	\$36,308	7.7%
2	A12	Office Technician	\$30,334	\$29,390	3.2%	\$41,737	\$41,148	1.4%
52	A12	Maintenance Worker	\$30,334	\$30,646	-1.0%	\$41,737	\$39,151	6.6%
3	A13	Office Support Technician	\$32,713	\$31,179	4.9%	\$44,397	\$41,993	5.7%
23	A13	Financial Technician	\$32,713	\$31,948	2.4%	\$44,397	\$43,088	3.0%
24	B21	Financial Specialist	\$34,994	\$35,723	-2.0%	\$47,809	\$50,523	-5.4%
4	B21	Office Specialist	\$34,994	\$33,672	3.9%	\$47,809	\$45,392	5.3%
29	B22	Juvenile Correction Officer (Detention Officer)	\$38,055	\$39,062	-2.6%	\$51,233	\$52,806	-3.0%
18	B22	Engineering Technician	\$38,055	\$39,062	-2.6%	\$51,233	\$54,040	-5.2%
5	B22	Office Coordinator	\$38,055	\$38,138	-0.2%	\$51,233	\$49,454	3.6%
54	B23	Facilities Maintenance Technician	\$41,129	\$40,758	0.9%	\$54,669	\$55,909	-2.2%
56	B23	Road Maintenance Technician	\$41,129	\$42,984	-4.3%	\$54,669	\$54,235	0.8%
14	B23	Appraiser	\$41,129	\$42,199	-2.5%	\$54,669	\$55,286	-1.1%
30	B23	Law Enforcement Dispatcher	\$41,129	\$40,857	0.7%	\$54,669	\$54,395	0.5%
19	B24	Engineering Technical Specialist	\$45,591	\$45,350	0.5%	\$58,928	\$61,162	-3.7%
25	B24	Commercial Appraiser	\$45,591	\$49,501	-7.9%	\$58,928	\$64,695	-8.9%
55	B24	Mechanic	\$45,591	\$51,308	-11.1%	\$58,928	\$58,339	1.0%
13	B24	Computer Support Technician	\$45,591	\$50,256	-9.3%	\$58,928	\$65,434	-9.9%
57	B24	Facilities Maintenance Specialist	\$45,591	\$45,824	-0.5%	\$58,928	\$60,902	-3.2%
6	B25	Office Supervisor	\$50,425	\$44,849	12.4%	\$64,082	\$60,236	6.4%
9	B25	Building Inspector	\$50,425	\$49,317	2.2%	\$64,082	\$65,936	-2.8%
59	B25	Lead Road Maintenance Technician	\$50,425	\$49,409	2.1%	\$64,082	\$64,421	-0.5%
20	B25	Senior Engineering Technician	\$50,425	\$51,967	-3.0%	\$64,082	\$68,277	-6.1%
51	C41	Probation Officer	\$52,730	\$47,400	11.2%	\$70,262	\$66,565	5.6%
26	C41	Accountant	\$52,730	\$51,256	2.9%	\$70,262	\$68,806	2.1%
21	C41	Engineer	\$52,730	\$52,686	0.1%	\$70,262	\$71,088	-1.2%
10	C41	Planner	\$52,730	\$48,432	8.9%	\$70,262	\$65,088	7.9%
8	C42	Program Analyst -Water Resources	\$55,878	\$52,957	5.5%	\$73,793	\$63,586	16.1%
7	C42	Utilities Coordinator	\$55,878	\$58,056	-3.8%	\$73,793	\$79,099	-6.7%
11	C42	Plans Examiner	\$55,878	\$54,270	3.0%	\$73,793	\$70,056	5.3%
27	C43	Senior Accountant	\$58,989	\$60,078	-1.8%	\$77,360	\$76,867	0.6%
16	C43	Technology Administrator	\$58,989	\$64,333	-8.3%	\$77,360	\$82,940	-6.7%
60	C43	Road Maintenance Supervisor	\$58,989	\$57,169	3.2%	\$77,360	\$73,235	5.6%
12	C44	Senior Project Planner	\$62,968	\$60,776	3.6%	\$81,906	\$80,216	2.1%
22	C44	Project Engineer	\$62,968	\$66,435	-5.2%	\$81,906	\$90,872	-9.9%
17	C45	Senior Technology Administrator	\$69,995	\$71,065	-1.5%	\$92,356	\$95,064	-2.8%
61	C45	Senior Engineer	\$69,995	\$69,064	1.3%	\$92,356	\$86,734	6.5%

Yakima County Benchmark Salary Range Comparison For Premium

DBM	County Lowpoint	Market Trendline Lowpoint	% Difference between County Lowpoint and Trendline	County Highpoint	Market Trendline Highpoint	% Difference between County Highpoint and Trendline
	2016	04/01/2016		2016	04/01/2016	
A11	\$27,804	\$27,979	-0.6%	\$36,876	\$39,088	-6.0%
A12	\$30,084	\$30,334	-0.8%	\$39,540	\$41,737	-5.6%
A13	\$32,388	\$32,713	-1.0%	\$42,216	\$44,397	-5.2%
B21	\$34,596	\$34,994	-1.2%	\$45,648	\$47,809	-4.7%
B22	\$37,560	\$38,055	-1.3%	\$49,092	\$51,233	-4.4%
B23	\$40,536	\$41,129	-1.5%	\$52,548	\$54,669	-4.0%
B24	\$44,856	\$45,591	-1.6%	\$56,832	\$58,928	-3.7%
B25	\$49,536	\$50,425	-1.8%	\$62,016	\$64,082	-3.3%
C41	\$51,768	\$52,730	-1.9%	\$68,232	\$70,262	-3.0%
C42	\$54,816	\$55,878	-1.9%	\$71,784	\$73,793	-2.8%
C43	\$57,828	\$58,989	-2.0%	\$75,372	\$77,360	-2.6%
C44	\$61,680	\$62,968	-2.1%	\$79,944	\$81,906	-2.5%
C45	\$68,484	\$69,995	-2.2%	\$90,456	\$92,356	-2.1%
Overall	\$591,936	\$601,780	-1.7%	\$770,556	\$797,619	-3.5%

County Salaries Compared to Market Survey Trendlines at Lowpoint and Highpoint
Salary reflects the Standard Pay Plan (Non-Represented)