

2019 Salary Matrix for Unrepresented Employees

Group A - Department Head Salary Matrix - Effective January 2019 (+2.25%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
500	8,908	9,252	9,606	9,978	10,363	10,762	11,176	11,604	12,053	12,073	12,098	12,125	12,151
500.1*	9,020	9,365	9,718	10,091	10,476	10,874	11,289	11,716	12,166	12,186	12,211	12,238	12,264
510	9,290	9,648	10,021	10,405	10,805	11,221	11,652	12,099	12,566	12,586	12,612	12,639	12,664
510.1*	9,459	9,817	10,190	10,574	10,973	11,390	11,821	12,268	12,735	12,754	12,780	12,807	12,833
510.2*	9,515	9,874	10,246	10,630	11,030	11,446	11,877	12,324	12,792	12,811	12,837	12,864	12,890
515	9,490	9,856	10,236	10,629	11,037	11,462	11,903	12,359	12,837	12,856	12,883	12,910	12,937
520	9,688	10,059	10,448	10,851	11,270	11,703	12,151	12,617	13,104	13,124	13,150	13,176	13,201
520.1*	9,970	10,341	10,729	11,132	11,551	11,984	12,544	12,899	13,385	13,405	13,431	13,457	13,483
525	9,896	10,276	10,672	11,084	11,512	11,955	12,412	12,888	13,385	13,406	13,432	13,459	13,485
530	10,109	10,496	10,900	11,320	11,756	12,208	12,678	13,163	13,668	13,688	13,714	13,741	13,767

*Ranges 500.1, 510.1, 510.2, and 520.1– Supplemental Compensation Replacement

Group B - Management Salary Matrix - Effective January 2019 (+2.25%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
400	5,647	5,867	6,093	6,331	6,575	6,832	7,095	7,371	7,656	7,677	7,702	7,730	7,757
405	5,885	6,118	6,353	6,600	6,856	7,123	7,399	7,684	7,983	8,004	8,029	8,058	8,085
410	6,137	6,377	6,623	6,882	7,147	7,424	7,712	8,009	8,321	8,341	8,367	8,395	8,422
415	6,399	6,649	6,908	7,176	7,452	7,742	8,041	8,351	8,674	8,696	8,722	8,750	8,776
420	6,673	6,933	7,202	7,480	7,773	8,070	8,382	8,705	9,040	9,062	9,087	9,115	9,142
425	6,960	7,231	7,510	7,800	8,101	8,416	8,741	9,075	9,428	9,448	9,474	9,502	9,529
425.1*	7,241	7,513	7,792	8,081	8,383	8,697	9,022	9,357	9,709	9,729	9,755	9,783	9,810
430	7,257	7,540	7,831	8,133	8,447	8,775	9,112	9,464	9,830	9,850	9,876	9,904	9,931
435	7,570	7,862	8,168	8,482	8,810	9,152	9,503	9,868	10,250	10,271	10,297	10,325	10,352
440	7,893	8,201	8,517	8,847	9,188	9,540	9,907	10,289	10,685	10,707	10,733	10,761	10,788
440.1*	8,175	8,482	8,798	9,128	9,469	9,822	10,189	10,570	10,967	10,988	11,014	11,042	11,069
445	8,231	8,550	8,879	9,224	9,577	9,947	10,331	10,727	11,140	11,161	11,187	11,215	11,243
450	8,583	8,915	9,260	9,615	9,987	10,372	10,771	11,186	11,616	11,637	11,662	11,691	11,718

*Ranges 425.1 & 440.1 - Supplemental Compensation Replacement

Group C - Professional/Supervisory Salary Matrix - Effective January 2019 (+2.25%)

12 months of service at each step required to move to next step									36 months of service at each step required to move to next step				
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
300	4,086	4,251	4,421	4,593	4,774	4,962	5,154	5,353	5,519	5,541	5,566	5,594	5,617
305	4,261	4,435	4,609	4,789	4,977	5,172	5,372	5,581	5,755	5,778	5,804	5,833	5,858
310	4,440	4,624	4,805	4,994	5,189	5,394	5,603	5,819	6,001	6,023	6,049	6,078	6,103
315	4,633	4,823	5,011	5,206	5,410	5,621	5,839	6,064	6,252	6,274	6,300	6,329	6,355
320	4,831	5,027	5,224	5,429	5,638	5,862	6,087	6,323	6,519	6,541	6,567	6,595	6,621
325	5,039	5,242	5,447	5,660	5,879	6,111	6,349	6,593	6,799	6,821	6,847	6,877	6,901
330	5,253	5,466	5,681	5,900	6,129	6,368	6,616	6,870	7,084	7,106	7,132	7,161	7,187
335	5,478	5,701	5,923	6,152	6,391	6,639	6,897	7,164	7,385	7,408	7,434	7,463	7,489
340	5,712	5,942	6,175	6,414	6,663	6,924	7,192	7,469	7,700	7,722	7,748	7,777	7,803
345	5,958	6,195	6,436	6,686	6,947	7,218	7,495	7,783	8,024	8,046	8,071	8,100	8,126
345.1*	6,239	6,477	6,718	6,968	7,229	7,499	7,776	8,064	8,305	8,328	8,353	8,382	8,408
350	6,211	6,460	6,713	6,975	7,245	7,525	7,813	8,115	8,365	8,387	8,413	8,443	8,467
355	6,477	6,736	6,999	7,269	7,552	7,845	8,148	8,462	8,723	8,744	8,770	8,799	8,825
360	6,755	7,026	7,299	7,581	7,873	8,180	8,494	8,821	9,092	9,114	9,139	9,169	9,195
365	7,043	7,325	7,609	7,904	8,210	8,528	8,857	9,197	9,479	9,502	9,528	9,557	9,583
370	7,346	7,639	7,936	8,243	8,560	8,893	9,235	9,591	9,885	9,907	9,933	9,962	9,988
375	7,659	7,967	8,275	8,595	8,927	9,273	9,629	9,998	10,306	10,328	10,354	10,384	10,408

* Range 345.1 - Supplemental Compensation Replacement

Group D - Support Salary Matrix - FLSA Non-Exempt - Effective January 2019 (+2.25%)

12 months of service at each step required to move to next step										24 mos of service	36 months of service at each step required to move to next step				
Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	
200	2,947	3,066	3,194	3,326	3,457	3,597	3,738	3,882	4,035	4,115	4,137	4,162	4,191	4,217	
210	3,072	3,196	3,328	3,465	3,602	3,747	3,893	4,047	4,207	4,289	4,312	4,338	4,367	4,393	
220	3,201	3,331	3,470	3,612	3,754	3,904	4,057	4,215	4,381	4,466	4,489	4,515	4,544	4,570	
230	3,339	3,475	3,620	3,768	3,915	4,071	4,230	4,395	4,570	4,660	4,681	4,707	4,736	4,762	
240	3,482	3,625	3,773	3,927	4,080	4,243	4,408	4,579	4,759	4,852	4,874	4,900	4,929	4,955	
250	3,629	3,778	3,933	4,095	4,255	4,423	4,596	4,774	4,962	5,059	5,081	5,107	5,136	5,162	
260	3,784	3,939	4,099	4,266	4,435	4,610	4,790	4,976	5,171	5,273	5,296	5,322	5,351	5,377	
270	4,107	4,268	4,441	4,616	4,796	4,986	5,179	5,379	5,591	5,755	5,778	5,804	5,833	5,858	
280	4,284	4,452	4,632	4,814	5,002	5,201	5,401	5,611	5,831	6,003	6,026	6,053	6,084	6,110	
290	4,468	4,643	4,832	5,021	5,217	5,424	5,634	5,852	6,082	6,261	6,285	6,313	6,345	6,372	

Group E - Sheriff's Binding Arbitration Adjustment Salary Matrix¹
 Effective January 2019 (+2.0%)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
620	6,247	6,495	6,752	7,018	7,285	7,563	7,850	8,148	8,451
630	6,560	6,820	7,090	7,369	7,650	7,940	8,242	8,555	8,871
640	6,890	7,163	7,444	7,740	8,033	8,337	8,655	8,983	9,315
650	7,234	7,520	7,817	8,125	8,433	8,756	9,087	9,433	9,781
660	7,595	7,895	8,207	8,530	8,857	9,191	9,542	9,904	10,271
670	7,974	8,291	8,617	8,958	9,297	9,653	10,019	10,399	10,784
680	8,373	8,705	9,047	9,406	9,762	10,135	10,520	10,919	11,323
690	9,231	9,598	9,975	10,370	10,763	11,174	11,599	12,038	12,484

Percent of Deputy top wage step

Group E LONGEVITY

Yrs of Service	%	Hourly Rate	Longevity
6	2.00%	\$40.41	\$0.81
9	3.00%	\$40.41	\$1.21
12	3.50%	\$40.41	\$1.41
15	4.00%	\$40.41	\$1.62
18	4.50%	\$40.41	\$1.82
21	5.00%	\$40.41	\$2.02
24	6.00%	\$40.41	\$2.42

Effective July 2019 (+1.0%)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
620	6,309	6,560	6,819	7,088	7,358	7,639	7,929	8,230	8,535
630	6,626	6,889	7,161	7,443	7,726	8,020	8,324	8,640	8,960
640	6,959	7,234	7,518	7,817	8,113	8,421	8,742	9,073	9,408
650	7,306	7,595	7,895	8,206	8,518	8,843	9,178	9,527	9,879
660	7,671	7,974	8,289	8,615	8,946	9,283	9,637	10,003	10,374
670	8,054	8,374	8,703	9,047	9,390	9,749	10,119	10,503	10,892
680	8,457	8,792	9,138	9,500	9,860	10,236	10,625	11,028	11,437
690	9,324	9,694	10,075	10,473	10,871	11,286	11,714	12,158	12,609

Yrs of Service	%	Hourly Rate	Longevity
6	2.00%	\$40.82	\$0.82
9	3.00%	\$40.82	\$1.22
12	3.50%	\$40.82	\$1.43
15	4.00%	\$40.82	\$1.63
18	4.50%	\$40.82	\$1.84
21	5.00%	\$40.82	\$2.04
24	6.00%	\$40.82	\$2.45

Group F - Corrections Binding Arbitration Adjustment Salary Matrix¹

Effective January 2019 (+2.25%)

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	36 months of service at each step required to move to next step		
								Step 8	Step 9	Step 10
720	6,943	7,157	7,436	7,722	8,015	8,336	8,690	9,062	9,091	9,119
740	7,651	8,004	8,314	8,633	8,959	9,318	9,714	10,127	10,156	10,184

¹If there is a collective bargaining agreement settled per Section 5.6, salaries may change during the term of this resolution.

Group G - Court Reporters & Health Officer Salary Matrix - Effective January 2019 (+2.25%)

Range	12 months of service at each step required to move to next step								36 months of service at each step required to move to next step				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
801	6,546	6,552	6,559	6,567	6,574	6,583	6,589	6,597	6,606	6,629	6,654	6,683	6,709
802	7,531	7,537	7,544	7,552	7,559	7,568	7,575	7,582	7,591	7,614	7,639	7,668	7,694

Group H - Court Commissioner Salary Matrix²

Range	9/1/2018	7/1/2019	7/1/2019	
903	12,943	14,593	14,324	(90% of Superior Court Judge Salary)
904	11,639	13,123	12,881	(85% of District Court Judge Salary)

²Salaries are set by the Washington Citizens' Commission on Salaries for Elected Officials.

0