

SKAGIT COUNTY
2019 SALARY STRUCTURE - January 1, 2019
1% COLA
PA Legal Support Staff (AFSCME) - NON-EXEMPT EMPLOYEES

DURATION (MONTHS)		12	12	18	18	18	18	18	
RANGE	PAY PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	HOURLY	\$11.33	\$11.71	\$12.14	\$12.54	\$12.97	\$13.42	\$13.89	\$14.38
	MONTHLY (40)	\$1,963.87	\$2,029.73	\$2,104.27	\$2,173.60	\$2,248.13	\$2,326.13	\$2,407.60	\$2,492.53
	ANNUAL (40)	\$23,566.40	\$24,356.80	\$25,251.20	\$26,083.20	\$26,977.60	\$27,913.60	\$28,891.20	\$29,910.40
2	HOURLY	\$12.14	\$12.54	\$12.97	\$13.42	\$13.89	\$14.37	\$14.89	\$15.41
	MONTHLY (40)	\$2,104.27	\$2,173.60	\$2,248.13	\$2,326.13	\$2,407.60	\$2,490.80	\$2,580.93	\$2,671.07
	ANNUAL (40)	\$25,251.20	\$26,083.20	\$26,977.60	\$27,913.60	\$28,891.20	\$29,889.60	\$30,971.20	\$32,052.80
3	HOURLY	\$12.97	\$13.42	\$13.89	\$14.37	\$14.89	\$15.39	\$15.93	\$16.48
	MONTHLY (40)	\$2,248.13	\$2,326.13	\$2,407.60	\$2,490.80	\$2,580.93	\$2,667.60	\$2,761.20	\$2,856.53
	ANNUAL (40)	\$26,977.60	\$27,913.60	\$28,891.20	\$29,889.60	\$30,971.20	\$32,011.20	\$33,134.40	\$34,278.40
4	HOURLY	\$13.89	\$14.37	\$14.89	\$15.39	\$15.93	\$16.48	\$17.06	\$17.65
	MONTHLY (40)	\$2,407.60	\$2,490.80	\$2,580.93	\$2,667.60	\$2,761.20	\$2,856.53	\$2,957.07	\$3,059.33
	ANNUAL (40)	\$28,891.20	\$29,889.60	\$30,971.20	\$32,011.20	\$33,134.40	\$34,278.40	\$35,484.80	\$36,712.00
5	HOURLY	\$14.89	\$15.39	\$15.93	\$16.48	\$17.06	\$17.63	\$18.24	\$18.89
	MONTHLY (40)	\$2,580.93	\$2,667.60	\$2,761.20	\$2,856.53	\$2,957.07	\$3,055.87	\$3,161.60	\$3,274.27
	ANNUAL (40)	\$30,971.20	\$32,011.20	\$33,134.40	\$34,278.40	\$35,484.80	\$36,670.40	\$37,939.20	\$39,291.20
6	HOURLY	\$15.93	\$16.48	\$17.06	\$17.63	\$18.24	\$18.89	\$19.52	\$20.20
	MONTHLY (40)	\$2,761.20	\$2,856.53	\$2,957.07	\$3,055.87	\$3,161.60	\$3,274.27	\$3,383.47	\$3,501.33
	ANNUAL (40)	\$33,134.40	\$34,278.40	\$35,484.80	\$36,670.40	\$37,939.20	\$39,291.20	\$40,601.60	\$42,016.00
7	HOURLY	\$17.06	\$17.63	\$18.24	\$18.89	\$19.52	\$20.21	\$20.95	\$21.67
	MONTHLY (40)	\$2,957.07	\$3,055.87	\$3,161.60	\$3,274.27	\$3,383.47	\$3,503.07	\$3,631.33	\$3,756.13
	ANNUAL (40)	\$35,484.80	\$36,670.40	\$37,939.20	\$39,291.20	\$40,601.60	\$42,036.80	\$43,576.00	\$45,073.60
8	HOURLY	\$18.24	\$18.89	\$19.52	\$20.21	\$20.95	\$21.67	\$22.44	\$23.22
	MONTHLY (40)	\$3,161.60	\$3,274.27	\$3,383.47	\$3,503.07	\$3,631.33	\$3,756.13	\$3,889.60	\$4,024.80
	ANNUAL (40)	\$37,939.20	\$39,291.20	\$40,601.60	\$42,036.80	\$43,576.00	\$45,073.60	\$46,675.20	\$48,297.60
9	HOURLY	\$19.52	\$20.21	\$20.95	\$21.67	\$22.44	\$23.21	\$24.05	\$24.88
	MONTHLY (40)	\$3,383.47	\$3,503.07	\$3,631.33	\$3,756.13	\$3,889.60	\$4,023.07	\$4,168.67	\$4,312.53
	ANNUAL (40)	\$40,601.60	\$42,036.80	\$43,576.00	\$45,073.60	\$46,675.20	\$48,276.80	\$50,024.00	\$51,750.40
10	HOURLY	\$20.95	\$21.67	\$22.44	\$23.21	\$24.05	\$24.87	\$25.73	\$26.63
	MONTHLY (40)	\$3,631.33	\$3,756.13	\$3,889.60	\$4,023.07	\$4,168.67	\$4,310.80	\$4,459.87	\$4,615.87
	ANNUAL (40)	\$43,576.00	\$45,073.60	\$46,675.20	\$48,276.80	\$50,024.00	\$51,729.60	\$53,518.40	\$55,390.40
11	HOURLY	\$22.44	\$23.21	\$24.05	\$24.87	\$25.73	\$26.66	\$27.57	\$28.53
	MONTHLY (40)	\$3,889.60	\$4,023.07	\$4,168.67	\$4,310.80	\$4,459.87	\$4,621.07	\$4,778.80	\$4,945.20
	ANNUAL (40)	\$46,675.20	\$48,276.80	\$50,024.00	\$51,729.60	\$53,518.40	\$55,452.80	\$57,345.60	\$59,342.40
12	HOURLY	\$24.05	\$24.87	\$25.73	\$26.66	\$27.57	\$28.53	\$29.52	\$30.56
	MONTHLY (40)	\$4,168.67	\$4,310.80	\$4,459.87	\$4,621.07	\$4,778.80	\$4,945.20	\$5,116.80	\$5,297.07
	ANNUAL (40)	\$50,024.00	\$51,729.60	\$53,518.40	\$55,452.80	\$57,345.60	\$59,342.40	\$61,401.60	\$63,564.80
13	HOURLY	\$25.73	\$26.66	\$27.57	\$28.53	\$29.52	\$30.57	\$31.62	\$32.74
	MONTHLY (40)	\$4,459.87	\$4,621.07	\$4,778.80	\$4,945.20	\$5,116.80	\$5,298.80	\$5,480.80	\$5,674.93
	ANNUAL (40)	\$53,518.40	\$55,452.80	\$57,345.60	\$59,342.40	\$61,401.60	\$63,585.60	\$65,769.60	\$68,099.20
14	HOURLY	\$27.57	\$28.53	\$29.52	\$30.57	\$31.62	\$32.76	\$33.92	\$34.22
	MONTHLY (40)	\$4,778.80	\$4,945.20	\$5,116.80	\$5,298.80	\$5,480.80	\$5,678.40	\$5,879.47	\$5,931.47
	ANNUAL (40)	\$57,345.60	\$59,342.40	\$61,401.60	\$63,585.60	\$65,769.60	\$68,140.80	\$70,553.60	\$71,177.60
15	HOURLY	\$ 29.52	\$ 30.57	\$ 31.62	\$ 32.76	\$ 33.92	\$ 35.07	\$ 36.29	\$ 37.56
	MONTHLY (40)	\$ 5,116.80	\$ 5,298.80	\$ 5,480.80	\$ 5,678.40	\$ 5,879.47	\$ 6,078.80	\$ 6,290.27	\$ 6,510.40
	ANNUAL (40)	\$61,401.60	\$63,585.60	\$65,769.60	\$68,140.80	\$70,553.60	\$72,945.60	\$75,483.20	\$78,124.80

16	HOURLY	\$ 31.62	\$ 32.76	\$ 33.92	\$ 35.07	\$ 36.29	\$ 37.57	\$ 38.92	\$ 40.27
	MONTHLY (40)	\$ 5,480.80	\$ 5,678.40	\$ 5,879.47	\$ 6,078.80	\$ 6,290.27	\$ 6,512.13	\$ 6,746.13	\$ 6,980.13
	ANNUAL (40)	\$65,769.60	\$68,140.80	\$70,553.60	\$72,945.60	\$75,483.20	\$78,145.60	\$80,953.60	\$83,761.60