

**KLICKITAT COUNTY REGULAR EMPLOYEES - January 1, 2022
COMPENSATION PLAN - estimated HOURLY**

| EXEMPT Grade | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|-----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo | 145+ mo |
| 76 | \$42.66 | \$43.94 | \$45.25 | \$46.61 | \$48.01 | \$49.45 | \$50.93 | \$52.47 | \$54.04 | \$55.66 |
| 75 | \$40.25 | \$41.45 | \$42.70 | \$43.98 | \$45.29 | \$46.65 | \$48.08 | \$49.50 | \$50.98 | \$52.52 |
| 74 | \$37.96 | \$39.10 | \$40.28 | \$41.49 | \$42.73 | \$44.01 | \$45.33 | \$46.68 | \$48.10 | \$49.54 |
| 73 | \$35.82 | \$36.90 | \$37.98 | \$39.12 | \$40.31 | \$41.51 | \$42.75 | \$44.03 | \$45.36 | \$46.72 |
| 72 | \$33.80 | \$34.81 | \$35.85 | \$36.93 | \$38.04 | \$39.18 | \$40.35 | \$41.56 | \$42.80 | \$44.09 |
| 71 | \$31.88 | \$32.84 | \$33.82 | \$34.84 | \$35.87 | \$36.95 | \$38.07 | \$39.20 | \$40.37 | \$41.58 |
| 70 | \$30.08 | \$30.98 | \$31.91 | \$32.87 | \$33.85 | \$34.87 | \$35.91 | \$36.98 | \$38.11 | \$39.24 |
| 69 | \$28.36 | \$29.21 | \$30.09 | \$30.99 | \$31.92 | \$32.88 | \$33.87 | \$34.89 | \$35.93 | \$37.00 |
| 68 | \$26.77 | \$27.57 | \$28.39 | \$29.23 | \$30.11 | \$31.01 | \$31.94 | \$32.91 | \$33.89 | \$34.91 |
| 67 | \$25.25 | \$26.01 | \$26.79 | \$27.58 | \$28.40 | \$29.24 | \$30.13 | \$31.04 | \$31.98 | \$32.93 |

| NONEXEMPT Grade | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|--------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo | 145+ mo |
| 44 | \$30.70 | \$31.62 | \$32.57 | \$33.55 | \$34.56 | \$35.60 | \$36.67 | \$37.77 | \$38.90 | \$40.07 |
| 43 | \$28.96 | \$29.83 | \$30.73 | \$31.65 | \$32.58 | \$33.56 | \$34.55 | \$35.61 | \$36.67 | \$37.77 |
| 42 | \$27.32 | \$28.13 | \$28.98 | \$29.85 | \$30.75 | \$31.68 | \$32.60 | \$33.58 | \$34.60 | \$35.63 |
| 41 | \$25.76 | \$26.52 | \$27.33 | \$28.14 | \$29.00 | \$29.86 | \$30.76 | \$31.69 | \$32.62 | \$33.59 |
| 40 | \$24.33 | \$25.05 | \$25.80 | \$26.56 | \$27.36 | \$28.17 | \$29.03 | \$29.90 | \$30.79 | \$31.72 |
| 39 | \$22.93 | \$23.62 | \$24.34 | \$25.06 | \$25.81 | \$26.60 | \$27.38 | \$28.20 | \$29.06 | \$29.92 |
| 38 | \$21.64 | \$22.29 | \$22.95 | \$23.64 | \$24.36 | \$25.08 | \$25.83 | \$26.62 | \$27.40 | \$28.24 |
| 37 | \$20.39 | \$21.01 | \$21.64 | \$22.29 | \$22.95 | \$23.64 | \$24.36 | \$25.08 | \$25.83 | \$26.62 |
| 36 | \$19.24 | \$19.81 | \$20.40 | \$21.02 | \$21.65 | \$22.30 | \$22.96 | \$23.66 | \$24.37 | \$25.10 |
| 35 | \$18.17 | \$18.70 | \$19.26 | \$19.84 | \$20.45 | \$21.05 | \$21.69 | \$22.34 | \$23.02 | \$23.71 |
| 34 | \$17.13 | \$17.65 | \$18.19 | \$18.72 | \$19.29 | \$19.86 | \$20.47 | \$21.07 | \$21.72 | \$22.36 |
| 33 | \$16.16 | \$16.64 | \$17.13 | \$17.65 | \$18.19 | \$18.72 | \$19.29 | \$19.86 | \$20.47 | \$21.07 |
| 32 | \$15.24 | \$15.69 | \$16.16 | \$16.64 | \$17.13 | \$17.65 | \$18.19 | \$18.72 | \$19.29 | \$19.86 |

| | | | | | | | | | | |
|-------|--------------|---------------|---------------|-------------|--|--|--|--|--|--|
| 27 | \$14.49 | \$14.92 | \$15.37 | \$15.83 | Temp Electn Workers' Rates (Min Wage Inc 1/1/22) 1 credit will be provided for each election worked | | | | | |
| Steps | 1-15 credits | 16-30 credits | 31-40 credits | 40+ credits | | | | | | |

KLICKITAT COUNTY REGULAR EMPLOYEES - January 1, 2022
COMPENSATION PLAN - estimated MONTHLY - Based on 2080 hours annually

| EXEMPT | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|--------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | Grade | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo |
| 76 | \$7,394 | \$7,616 | \$7,843 | \$8,079 | \$8,322 | \$8,571 | \$8,828 | \$9,095 | \$9,367 | \$9,648 |
| 75 | \$6,977 | \$7,185 | \$7,401 | \$7,623 | \$7,850 | \$8,086 | \$8,334 | \$8,580 | \$8,837 | \$9,103 |
| 74 | \$6,580 | \$6,777 | \$6,982 | \$7,192 | \$7,407 | \$7,628 | \$7,857 | \$8,091 | \$8,337 | \$8,587 |
| 73 | \$6,209 | \$6,396 | \$6,583 | \$6,781 | \$6,987 | \$7,195 | \$7,410 | \$7,632 | \$7,862 | \$8,098 |
| 72 | \$5,859 | \$6,034 | \$6,214 | \$6,401 | \$6,594 | \$6,791 | \$6,994 | \$7,204 | \$7,419 | \$7,642 |
| 71 | \$5,526 | \$5,692 | \$5,862 | \$6,039 | \$6,217 | \$6,405 | \$6,599 | \$6,795 | \$6,997 | \$7,207 |
| 70 | \$5,214 | \$5,370 | \$5,531 | \$5,697 | \$5,867 | \$6,044 | \$6,224 | \$6,410 | \$6,606 | \$6,802 |
| 69 | \$4,916 | \$5,063 | \$5,216 | \$5,372 | \$5,533 | \$5,699 | \$5,871 | \$6,048 | \$6,228 | \$6,413 |
| 68 | \$4,640 | \$4,779 | \$4,921 | \$5,067 | \$5,219 | \$5,375 | \$5,536 | \$5,704 | \$5,874 | \$6,051 |
| 67 | \$4,377 | \$4,508 | \$4,644 | \$4,781 | \$4,923 | \$5,068 | \$5,223 | \$5,380 | \$5,543 | \$5,708 |

| NONEXEMPT | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | PT Grade | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo |
| 44 | \$5,321 | \$5,481 | \$5,645 | \$5,815 | \$5,990 | \$6,171 | \$6,356 | \$6,547 | \$6,743 | \$6,945 |
| 43 | \$5,020 | \$5,171 | \$5,327 | \$5,486 | \$5,647 | \$5,817 | \$5,989 | \$6,172 | \$6,356 | \$6,547 |
| 42 | \$4,735 | \$4,876 | \$5,023 | \$5,174 | \$5,330 | \$5,491 | \$5,651 | \$5,821 | \$5,997 | \$6,176 |
| 41 | \$4,465 | \$4,597 | \$4,737 | \$4,878 | \$5,027 | \$5,176 | \$5,332 | \$5,493 | \$5,654 | \$5,822 |
| 40 | \$4,217 | \$4,342 | \$4,472 | \$4,604 | \$4,742 | \$4,883 | \$5,032 | \$5,183 | \$5,337 | \$5,498 |
| 39 | \$3,975 | \$4,094 | \$4,219 | \$4,344 | \$4,474 | \$4,611 | \$4,746 | \$4,888 | \$5,037 | \$5,186 |
| 38 | \$3,751 | \$3,864 | \$3,978 | \$4,098 | \$4,222 | \$4,347 | \$4,477 | \$4,614 | \$4,749 | \$4,895 |
| 37 | \$3,534 | \$3,642 | \$3,751 | \$3,864 | \$3,978 | \$4,098 | \$4,222 | \$4,347 | \$4,477 | \$4,614 |
| 36 | \$3,335 | \$3,434 | \$3,536 | \$3,643 | \$3,753 | \$3,865 | \$3,980 | \$4,101 | \$4,224 | \$4,351 |
| 35 | \$3,149 | \$3,241 | \$3,338 | \$3,439 | \$3,545 | \$3,649 | \$3,760 | \$3,872 | \$3,990 | \$4,110 |
| 34 | \$2,969 | \$3,059 | \$3,153 | \$3,245 | \$3,344 | \$3,442 | \$3,548 | \$3,652 | \$3,765 | \$3,876 |
| 33 | \$2,801 | \$2,884 | \$2,969 | \$3,059 | \$3,153 | \$3,245 | \$3,344 | \$3,442 | \$3,548 | \$3,652 |
| 32 | \$2,642 | \$2,720 | \$2,801 | \$2,884 | \$2,969 | \$3,059 | \$3,153 | \$3,245 | \$3,344 | \$3,442 |

| | | | | |
|-------|--------------|---------------|---------------|-------------|
| 27 | \$2,512 | \$2,586 | \$2,664 | \$2,744 |
| Steps | 1-15 credits | 16-30 credits | 31-40 credits | 40+ credits |

Temp Electn Workers' Rates (Min Wage Inc 1/1/22)
 1 credit will be provided for each election worked

KLICKITAT COUNTY REGULAR EMPLOYEES - January 1, 2022
COMPENSATION PLAN - estimated ANNUAL - Based on 2080 hours annually

| EXEMPT Grade | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo | 145+ mo |
| 76 | \$88,733 | \$91,395 | \$94,120 | \$96,949 | \$99,861 | \$102,856 | \$105,934 | \$109,138 | \$112,403 | \$115,773 |
| 75 | \$83,720 | \$86,216 | \$88,816 | \$91,478 | \$94,203 | \$97,032 | \$100,006 | \$102,960 | \$106,038 | \$109,242 |
| 74 | \$78,957 | \$81,328 | \$83,782 | \$86,299 | \$88,878 | \$91,541 | \$94,286 | \$97,094 | \$100,048 | \$103,043 |
| 73 | \$74,506 | \$76,752 | \$78,998 | \$81,370 | \$83,845 | \$86,341 | \$88,920 | \$91,582 | \$94,349 | \$97,178 |
| 72 | \$70,304 | \$72,405 | \$74,568 | \$76,814 | \$79,123 | \$81,494 | \$83,928 | \$86,445 | \$89,024 | \$91,707 |
| 71 | \$66,310 | \$68,307 | \$70,346 | \$72,467 | \$74,610 | \$76,856 | \$79,186 | \$81,536 | \$83,970 | \$86,486 |
| 70 | \$62,566 | \$64,438 | \$66,373 | \$68,370 | \$70,408 | \$72,530 | \$74,693 | \$76,918 | \$79,269 | \$81,619 |
| 69 | \$58,989 | \$60,757 | \$62,587 | \$64,459 | \$66,394 | \$68,390 | \$70,450 | \$72,571 | \$74,734 | \$76,960 |
| 68 | \$55,682 | \$57,346 | \$59,051 | \$60,798 | \$62,629 | \$64,501 | \$66,435 | \$68,453 | \$70,491 | \$72,613 |
| 67 | \$52,520 | \$54,101 | \$55,723 | \$57,366 | \$59,072 | \$60,819 | \$62,670 | \$64,563 | \$66,518 | \$68,494 |

| NONEXEMPT Grade | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) | Step I (9) | Step J (10) |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| | | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR | 6 YEAR | 8 YEAR | 10 YEAR | 12YEAR |
| | 1-12 mo | 13-24 mo | 25-36 mo | 37-48 mo | 49-60 mo | 61-72 mo | 73-96mo | 97-120 mo | 121-144 mo | 145+ mo |
| 44 | \$63,856 | \$65,770 | \$67,746 | \$69,784 | \$71,885 | \$74,048 | \$76,274 | \$78,562 | \$80,912 | \$83,346 |
| 43 | \$60,237 | \$62,046 | \$63,918 | \$65,832 | \$67,766 | \$69,805 | \$71,864 | \$74,069 | \$76,274 | \$78,562 |
| 42 | \$56,826 | \$58,510 | \$60,278 | \$62,088 | \$63,960 | \$65,894 | \$67,808 | \$69,846 | \$71,968 | \$74,110 |
| 41 | \$53,581 | \$55,162 | \$56,846 | \$58,531 | \$60,320 | \$62,109 | \$63,981 | \$65,915 | \$67,850 | \$69,867 |
| 40 | \$50,606 | \$52,104 | \$53,664 | \$55,245 | \$56,909 | \$58,594 | \$60,382 | \$62,192 | \$64,043 | \$65,978 |
| 39 | \$47,694 | \$49,130 | \$50,627 | \$52,125 | \$53,685 | \$55,328 | \$56,950 | \$58,656 | \$60,445 | \$62,234 |
| 38 | \$45,011 | \$46,363 | \$47,736 | \$49,171 | \$50,669 | \$52,166 | \$53,726 | \$55,370 | \$56,992 | \$58,739 |
| 37 | \$42,411 | \$43,701 | \$45,011 | \$46,363 | \$47,736 | \$49,171 | \$50,669 | \$52,166 | \$53,726 | \$55,370 |
| 36 | \$40,019 | \$41,205 | \$42,432 | \$43,722 | \$45,032 | \$46,384 | \$47,757 | \$49,213 | \$50,690 | \$52,208 |
| 35 | \$37,794 | \$38,896 | \$40,061 | \$41,267 | \$42,536 | \$43,784 | \$45,115 | \$46,467 | \$47,882 | \$49,317 |
| 34 | \$35,630 | \$36,712 | \$37,835 | \$38,938 | \$40,123 | \$41,309 | \$42,578 | \$43,826 | \$45,178 | \$46,509 |
| 33 | \$33,613 | \$34,611 | \$35,630 | \$36,712 | \$37,835 | \$38,938 | \$40,123 | \$41,309 | \$42,578 | \$43,826 |
| 32 | \$31,699 | \$32,635 | \$33,613 | \$34,611 | \$35,630 | \$36,712 | \$37,835 | \$38,938 | \$40,123 | \$41,309 |

| | | | | | |
|-------|--------------|---------------|---------------|-------------|--|
| 27 | \$30,139 | \$31,034 | \$31,970 | \$32,926 | Temp Electn Workers' Rates (Min Wage Inc 1/1/22) 1 credit will be provided for each election worked |
| Steps | 1-15 credits | 16-30 credits | 31-40 credits | 40+ credits | |