

MEMORANDUM OF AGREEMENT BY AND BETWEEN
SKAGIT COUNTY COMMISSIONERS,
THE SHERIFF OF SKAGIT COUNTY,
AND
SKAGIT COUNTY DEPUTY SHERIFF'S GUILD

Whereas, the Skagit County Deputy Sheriff's Guild (Patrol Division) (hereinafter "Guild") and the Skagit County Commissioners and the Sheriff of Skagit County (hereinafter "County") (Guild and County are jointly be referred to as "Parties") are parties to a collective bargaining agreement; and

Whereas, the County has conducted a compensation study regarding employee compensation; and

Whereas, the County has an interest in obtaining qualified, diverse applicants for every job opening through, in part, a compensation and benefits plan that recognizes the value of retention and recognition; and

Whereas, the Parties wish to implement the wage results of the compensation study;

Therefore, the following agreement ("Agreement") was reached.

1. Compensation. Effective January 1, 2023, the base wages for Patrol Deputies shall be increased by 11.4% and the appendix of wages shall be updated to reflect that change (as shown in the document attached hereto as Exhibit A and incorporated herein by reference).
2. Retroactivity. For all affected employees employed by the County at the time the Agreement is ratified by the Board of Commissioners, this increase shall be paid retroactively to either the employee's date of hire or January 1, 2023, whichever is shorter. The Agreement will also be retroactive for all Guild employees who retired from their employment with the County between January 1, 2023 and the ratification of this agreement. Those retirees shall be entitled to the specified increase to their wages between January 1, 2023 and the date of their retirement.
3. Voluntary Agreement. The Parties have had a full opportunity to review this Agreement, consult with legal counsel, and acknowledge that they executed it freely and voluntarily.
4. Severability. If any provision of this Agreement is determined to be invalid or unenforceable, all of the other provisions shall remain valid and enforceable notwithstanding, unless the provision found to be unenforceable is of such material

effect that this Agreement cannot be performed in accordance with the intent of the Parties in the absence thereof.

5. Entire Agreement. This Agreement is intended to be a full and final resolution of this matter and sets forth the entire agreement between the Parties. Should it become necessary to enforce the terms of this Agreement, any such action shall be brought under the grievance procedure of the relevant Collective Bargaining Agreement, and the laws of Washington State shall apply.
6. No Precedent. The Parties agree that this MOU is non-precedent setting, should not be construed as a waiver of either of the Parties' rights, and shall not limit, restrict, prevent, or require the County or the Union to agree to similar terms in the future.
7. Counterparts; Electronic Copies. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. An electronic copy shall be deemed the same as an original.

Sheriff of Skagit County

Skagit County Deputy Sheriff's Guild



Don McDermott

5-26-23
Date



Ben Hagglund

5/26/23
Date

Board of County Commissioners



Ron Wesen, Chair

5-30-2023
Date



Lisa Janicki, Commissioner

5-30-2023
Date



Peter Browning, Commissioner

5-30-2023
Date



Attest: Clerk of the Board

SKAGIT COUNTY
2022 SALARY STRUCTURE
SHERIFF'S GUILD PATROL DIVISION EMPLOYEES
PATROL DEPUTIES - CORPORAL
 +11.4% to match Target Factor Mid Point

Patrol Deputy Proposed

DURATION (MONTHS)			12	12	12	12	12	
PAY TYPE	PAY PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
4520A [19]	Base	HOURLY	\$40.083	\$41.484	\$42.934	\$44.434	\$45.985	\$47.594
		SEMI-MONTHLY (40)	\$3,473.85	\$3,595.30	\$3,720.91	\$3,850.96	\$3,985.35	\$4,124.84
		MONTHLY (40)	\$6,947.69	\$7,190.60	\$7,441.82	\$7,701.91	\$7,970.70	\$8,249.67
		ANNUAL (40)	\$83,372.29	\$86,287.23	\$89,301.80	\$92,422.97	\$95,648.40	\$98,996.09
4520B [20]	Base + Shift	HOURLY	\$41.085	\$42.521	\$44.007	\$45.545	\$47.134	\$48.784
	102.50%	SEMI-MONTHLY (40)	\$3,560.69	\$3,685.18	\$3,813.93	\$3,947.23	\$4,084.98	\$4,227.96
		MONTHLY (40)	\$7,121.38	\$7,370.37	\$7,627.86	\$7,894.46	\$8,169.97	\$8,455.92
		ANNUAL (40)	\$85,456.60	\$88,444.41	\$91,534.35	\$94,733.54	\$98,039.61	\$101,470.99
4520C [21]	Base + Premium	HOURLY	\$41.285	\$42.729	\$44.222	\$45.767	\$47.364	\$49.022
	103.00%	SEMI-MONTHLY (40)	\$3,578.06	\$3,703.16	\$3,832.54	\$3,966.49	\$4,104.91	\$4,248.58
		MONTHLY (40)	\$7,156.12	\$7,406.32	\$7,665.07	\$7,932.97	\$8,209.82	\$8,497.16
		ANNUAL (40)	\$85,873.46	\$88,875.85	\$91,980.86	\$95,195.65	\$98,517.85	\$101,965.97
4520D [22]	Base + AA	HOURLY	\$40.484	\$41.899	\$43.363	\$44.878	\$46.445	\$48.070
	101.00%	SEMI-MONTHLY (40)	\$3,508.58	\$3,631.25	\$3,758.12	\$3,889.47	\$4,025.20	\$4,166.09
		MONTHLY (40)	\$7,017.17	\$7,262.51	\$7,516.24	\$7,778.93	\$8,050.41	\$8,332.17
		ANNUAL (40)	\$84,206.02	\$87,150.10	\$90,194.82	\$93,347.20	\$96,604.88	\$99,986.05
4520E [23]	Base + BA	HOURLY	\$40.884	\$42.314	\$43.792	\$45.323	\$46.905	\$48.546
	102.00%	SEMI-MONTHLY (40)	\$3,543.32	\$3,667.21	\$3,795.33	\$3,927.98	\$4,065.06	\$4,207.33
		MONTHLY (40)	\$7,086.65	\$7,334.41	\$7,590.65	\$7,855.95	\$8,130.11	\$8,414.67
		ANNUAL (40)	\$85,039.74	\$88,012.98	\$91,087.84	\$94,271.42	\$97,561.36	\$100,976.01
4520F [24]	Base + Shift + AA	HOURLY	\$41.486	\$42.936	\$44.436	\$45.989	\$47.594	\$49.260
	103.50%	SEMI-MONTHLY (40)	\$3,595.43	\$3,721.14	\$3,851.14	\$3,985.74	\$4,124.84	\$4,269.21
		MONTHLY (40)	\$7,190.86	\$7,442.27	\$7,702.28	\$7,971.48	\$8,249.67	\$8,538.41
		ANNUAL (40)	\$86,290.33	\$89,307.28	\$92,427.37	\$95,657.77	\$98,996.09	\$102,460.95
4520G [25]	Base + Shift + BA	HOURLY	\$41.887	\$44.435	\$45.987	\$47.594	\$49.255	\$50.979
	104.50%	SEMI-MONTHLY (40)	\$3,630.17	\$3,851.02	\$3,985.56	\$4,124.86	\$4,268.81	\$4,418.22
		MONTHLY (40)	\$7,260.34	\$7,702.03	\$7,971.12	\$8,249.71	\$8,537.62	\$8,836.43
		ANNUAL (40)	\$87,124.05	\$92,424.41	\$95,653.40	\$98,996.55	\$102,451.39	\$106,037.19
4520H [26]	Base + Shift + Premium	HOURLY	\$42.287	\$45.079	\$46.654	\$48.284	\$49.969	\$51.718
		SEMI-MONTHLY (40)	\$3,664.91	\$3,906.83	\$4,043.33	\$4,184.64	\$4,330.68	\$4,482.25
	105.50%	MONTHLY (40)	\$7,329.81	\$7,813.67	\$8,086.65	\$8,369.28	\$8,661.36	\$8,964.51
		ANNUAL (40)	\$87,957.77	\$93,764.02	\$97,039.81	\$100,431.42	\$103,936.33	\$107,574.10
4520I [27]	Base + Shift + Premium + AA	HOURLY	\$42.688	\$44.181	\$45.724	\$47.322	\$48.974	\$50.688
		SEMI-MONTHLY (40)	\$3,699.65	\$3,829.00	\$3,962.77	\$4,101.27	\$4,244.40	\$4,392.95
	106.50%	MONTHLY (40)	\$7,399.29	\$7,657.99	\$7,925.54	\$8,202.54	\$8,488.80	\$8,785.90
		ANNUAL (40)	\$88,791.49	\$91,895.90	\$95,106.42	\$98,430.46	\$101,865.54	\$105,430.84
4520J [28]	Base + Shift + Premium + BA	HOURLY	\$43.089	\$44.596	\$46.154	\$47.767	\$49.434	\$51.164
		SEMI-MONTHLY (40)	\$3,734.38	\$3,864.95	\$3,999.98	\$4,139.78	\$4,284.25	\$4,434.20
	107.50%	MONTHLY (40)	\$7,468.77	\$7,729.90	\$7,999.95	\$8,279.56	\$8,568.50	\$8,868.40
		ANNUAL (40)	\$89,625.22	\$92,758.77	\$95,999.44	\$99,354.69	\$102,822.03	\$106,420.80
4520K [29]	Base + Premium + AA	HOURLY	\$41.686	\$43.144	\$44.651	\$46.211	\$47.824	\$49.498
		SEMI-MONTHLY (40)	\$3,612.80	\$3,739.11	\$3,869.74	\$4,005.00	\$4,144.76	\$4,289.83
	104.00%	MONTHLY (40)	\$7,225.60	\$7,478.23	\$7,739.49	\$8,009.99	\$8,289.53	\$8,579.66
		ANNUAL (40)	\$86,707.19	\$89,738.72	\$92,873.88	\$96,119.88	\$99,474.33	\$102,955.93
4520L [30]	Base + Premium + BA	HOURLY	\$42.087	\$43.558	\$45.080	\$46.656	\$48.284	\$49.974
		SEMI-MONTHLY (40)	\$3,647.54	\$3,775.07	\$3,906.95	\$4,043.50	\$4,184.62	\$4,331.08
	105.00%	MONTHLY (40)	\$7,295.08	\$7,550.13	\$7,813.91	\$8,087.01	\$8,369.23	\$8,662.16
		ANNUAL (40)	\$87,540.91	\$90,601.59	\$93,766.90	\$97,044.11	\$100,430.82	\$103,945.89

4520M [31]	Base + Premium 2 104.00%	HOURLY	\$41.686	\$43.144	\$44.651	\$46.211	\$47.824	\$49.498
		SEMI-MONTHLY (40)	\$3,612.80	\$3,739.11	\$3,869.74	\$4,005.00	\$4,144.76	\$4,289.83
		MONTHLY (40)	\$7,225.60	\$7,478.23	\$7,739.49	\$8,009.99	\$8,289.53	\$8,579.66
		ANNUAL (40)	\$86,707.19	\$89,736.72	\$92,873.88	\$96,119.88	\$99,474.33	\$102,955.93
4520N [32]	Base + Shift + Premium 2 106.50%	HOURLY	\$42.688	\$44.181	\$45.724	\$47.322	\$48.974	\$50.688
		SEMI-MONTHLY (40)	\$3,699.65	\$3,829.00	\$3,962.77	\$4,101.27	\$4,244.40	\$4,392.95
		MONTHLY (40)	\$7,399.29	\$7,657.99	\$7,925.54	\$8,202.54	\$8,488.80	\$8,785.90
		ANNUAL (40)	\$88,791.49	\$91,895.90	\$95,106.42	\$98,430.46	\$101,865.54	\$105,430.84
4520O [33]	Base + Shift + Premium 2+ AA 107.50%	HOURLY	\$43.089	\$44.596	\$46.154	\$47.767	\$49.434	\$51.164
		SEMI-MONTHLY (40)	\$3,734.38	\$3,864.95	\$3,999.98	\$4,139.78	\$4,284.25	\$4,434.20
		MONTHLY (40)	\$7,468.77	\$7,729.90	\$7,999.95	\$8,279.56	\$8,568.50	\$8,868.40
		ANNUAL (40)	\$89,625.22	\$92,758.77	\$95,999.44	\$99,354.69	\$102,822.03	\$106,420.80
4520P [34]	Base + Shift + Premium 2 + BA 108.50%	HOURLY	\$43.490	\$45.010	\$46.583	\$48.211	\$49.894	\$51.640
		SEMI-MONTHLY (40)	\$3,769.12	\$3,900.90	\$4,037.19	\$4,178.29	\$4,324.10	\$4,475.45
		MONTHLY (40)	\$7,538.24	\$7,801.80	\$8,074.37	\$8,356.58	\$8,648.21	\$8,950.90
		ANNUAL (40)	\$90,458.94	\$93,621.65	\$96,892.46	\$100,278.92	\$103,778.51	\$107,410.76
4520Q [35]	Base + Premium 2 + AA 105.00%	HOURLY	\$42.087	\$43.558	\$45.080	\$46.656	\$48.284	\$49.974
		SEMI-MONTHLY (40)	\$3,647.54	\$3,775.07	\$3,906.95	\$4,043.50	\$4,184.62	\$4,331.08
		MONTHLY (40)	\$7,295.08	\$7,550.13	\$7,813.91	\$8,087.01	\$8,369.23	\$8,662.16
		ANNUAL (40)	\$87,540.91	\$90,601.59	\$93,766.90	\$97,044.11	\$100,430.82	\$103,945.89
4520R [36]	Base + Premium 2 + BA 106.00%	HOURLY	\$42.488	\$43.973	\$45.510	\$47.100	\$48.744	\$50.450
		SEMI-MONTHLY (40)	\$3,682.28	\$3,811.02	\$3,944.16	\$4,082.01	\$4,224.47	\$4,372.33
		MONTHLY (40)	\$7,364.55	\$7,622.04	\$7,888.33	\$8,164.03	\$8,448.94	\$8,744.65
		ANNUAL (40)	\$88,374.63	\$91,464.47	\$94,659.91	\$97,968.34	\$101,387.30	\$104,935.86

SKAGIT COUNTY
2022 SALARY STRUCTURE
SHERIFF'S GUILD PATROL DIVISION EMPLOYEES
PATROL DEPUTIES - DETECTIVE
+11.4% to match Target Factor Mid Point

DURATION (MONTHS)			12	12	12	12	12	
PAY TYPE	PAY PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
4519A [1]	Base	HOURLY	\$38.792	\$40.147	\$41.550	\$43.003	\$44.503	\$46.638
		SEMI-MONTHLY (40)	\$3,361.95	\$3,479.45	\$3,601.00	\$3,726.89	\$3,856.94	\$4,041.93
		MONTHLY (40)	\$6,723.90	\$6,958.89	\$7,202.00	\$7,453.79	\$7,713.89	\$8,083.85
		ANNUAL (40)	\$80,686.75	\$83,506.69	\$86,423.94	\$89,445.47	\$92,566.63	\$97,006.23
4519B [2]	Base + Shift	HOURLY	\$39.762	\$41.151	\$42.589	\$44.078	\$45.616	\$47.804
	102.50%	SEMI-MONTHLY (40)	\$3,446.00	\$3,566.43	\$3,691.02	\$3,820.07	\$3,953.37	\$4,142.97
		MONTHLY (40)	\$6,891.99	\$7,132.86	\$7,382.05	\$7,640.13	\$7,906.73	\$8,285.95
		ANNUAL (40)	\$82,703.92	\$85,594.35	\$88,584.54	\$91,681.60	\$94,880.79	\$99,431.38
4519C [3]	Base + Premium	HOURLY	\$39.955	\$41.352	\$42.796	\$44.293	\$45.838	\$48.037
	103.00%	SEMI-MONTHLY (40)	\$3,462.81	\$3,583.83	\$3,709.03	\$3,838.70	\$3,972.65	\$4,163.18
		MONTHLY (40)	\$6,925.61	\$7,167.66	\$7,418.06	\$7,677.40	\$7,945.30	\$8,326.37
		ANNUAL (40)	\$83,107.36	\$86,011.89	\$89,016.66	\$92,128.83	\$95,343.63	\$99,916.42
4519D [4]	Base + AA	HOURLY	\$39.180	\$40.549	\$41.965	\$43.433	\$44.948	\$47.104
	101.00%	SEMI-MONTHLY (40)	\$3,395.57	\$3,514.24	\$3,637.01	\$3,764.16	\$3,895.51	\$4,082.35
		MONTHLY (40)	\$6,791.14	\$7,028.48	\$7,274.02	\$7,528.33	\$7,791.02	\$8,164.69
		ANNUAL (40)	\$81,493.62	\$84,341.75	\$87,288.18	\$90,339.92	\$93,492.29	\$97,976.29
4519E [5]	Base + BA	HOURLY	\$39.568	\$40.950	\$42.381	\$43.863	\$45.393	\$47.570
	102.00%	SEMI-MONTHLY (40)	\$3,429.19	\$3,549.03	\$3,673.02	\$3,801.43	\$3,934.08	\$4,122.76
		MONTHLY (40)	\$6,858.37	\$7,098.07	\$7,346.04	\$7,602.86	\$7,868.16	\$8,245.53
		ANNUAL (40)	\$82,300.49	\$85,176.82	\$88,152.42	\$91,234.38	\$94,417.96	\$98,946.35
4519F [6]	Base + Shift + AA	HOURLY	\$40.149	\$41.553	\$43.004	\$44.508	\$46.061	\$48.270
	103.50%	SEMI-MONTHLY (40)	\$3,479.62	\$3,601.23	\$3,727.03	\$3,857.34	\$3,991.94	\$4,183.39
		MONTHLY (40)	\$6,959.23	\$7,202.45	\$7,454.06	\$7,714.67	\$7,983.87	\$8,366.79
		ANNUAL (40)	\$83,510.79	\$86,429.42	\$89,448.78	\$92,576.06	\$95,806.46	\$100,401.45
4519G [7]	Base + Shift + BA	HOURLY	\$40.537	\$41.954	\$43.420	\$44.938	\$46.506	\$48.736
	104.50%	SEMI-MONTHLY (40)	\$3,513.24	\$3,636.02	\$3,763.04	\$3,894.60	\$4,030.51	\$4,223.81
		MONTHLY (40)	\$7,026.47	\$7,272.04	\$7,526.08	\$7,789.21	\$8,061.01	\$8,447.63
		ANNUAL (40)	\$84,317.66	\$87,264.49	\$90,313.02	\$93,470.51	\$96,732.13	\$101,371.51
4519H [8]	Base + Shift + Premium	HOURLY	\$40.925	\$42.356	\$43.835	\$45.368	\$46.951	\$49.203
		SEMI-MONTHLY (40)	\$3,546.86	\$3,670.81	\$3,799.05	\$3,931.87	\$4,069.07	\$4,264.23
	105.50%	MONTHLY (40)	\$7,093.71	\$7,341.63	\$7,598.10	\$7,863.75	\$8,138.15	\$8,528.46
		ANNUAL (40)	\$85,124.52	\$88,099.56	\$91,177.26	\$94,364.97	\$97,657.79	\$102,341.57
4519I [9]	Base + Shift + Premium + AA	HOURLY	\$41.313	\$42.757	\$44.251	\$45.798	\$47.396	\$49.669
		SEMI-MONTHLY (40)	\$3,580.47	\$3,705.61	\$3,835.06	\$3,969.14	\$4,107.64	\$4,304.65
	106.50%	MONTHLY (40)	\$7,160.95	\$7,411.22	\$7,670.12	\$7,938.29	\$8,215.29	\$8,609.30
		ANNUAL (40)	\$85,931.39	\$88,934.62	\$92,041.50	\$95,259.42	\$98,583.46	\$103,311.63
4519J [10]	Base + Shift + Premium + BA	HOURLY	\$41.701	\$43.159	\$44.666	\$46.228	\$47.841	\$50.135
		SEMI-MONTHLY (40)	\$3,614.09	\$3,740.40	\$3,871.07	\$4,006.41	\$4,146.21	\$4,345.07
	107.50%	MONTHLY (40)	\$7,228.19	\$7,480.81	\$7,742.14	\$8,012.82	\$8,292.43	\$8,690.14
		ANNUAL (40)	\$86,738.26	\$89,769.69	\$92,905.74	\$96,153.88	\$99,509.12	\$104,281.70
4519K [11]	Base + Premium + AA	HOURLY	\$40.343	\$41.753	\$43.212	\$44.723	\$46.283	\$48.503
		SEMI-MONTHLY (40)	\$3,496.43	\$3,618.62	\$3,745.04	\$3,875.97	\$4,011.22	\$4,203.60
	104.00%	MONTHLY (40)	\$6,992.85	\$7,237.25	\$7,490.07	\$7,751.94	\$8,022.44	\$8,407.21
		ANNUAL (40)	\$83,914.22	\$86,846.96	\$89,880.90	\$93,023.28	\$96,269.29	\$100,886.48
4519L [12]	Base + Premium+AA	HOURLY	\$40.731	\$42.155	\$43.627	\$45.153	\$46.728	\$48.969
		SEMI-MONTHLY (40)	\$3,530.05	\$3,653.42	\$3,781.05	\$3,913.24	\$4,049.79	\$4,244.02
	105.00%	MONTHLY (40)	\$7,060.09	\$7,306.84	\$7,562.09	\$7,826.48	\$8,099.58	\$8,488.05

		ANNUAL (40)	\$84,721.09	\$87,682.02	\$90,745.14	\$93,917.74	\$97,194.96	\$101,856.54
4519M	Base + Premium 2	HOURLY	\$40,343	\$41.753	\$43.212	\$44.723	\$46.283	\$48.503
[13]	104.00%	SEMI-MONTHLY (40)	\$3,496.43	\$3,618.62	\$3,745.04	\$3,875.97	\$4,011.22	\$4,203.60
		MONTHLY (40)	\$6,992.85	\$7,237.25	\$7,490.07	\$7,751.94	\$8,022.44	\$8,407.21
		ANNUAL (40)	\$83,914.22	\$86,846.96	\$89,880.90	\$93,023.28	\$96,269.29	\$100,886.48
4519N	Base + Shift +	HOURLY	\$41.313	\$42.757	\$44.251	\$45.798	\$47.396	\$49.669
[14]	Premium 2	SEMI-MONTHLY (40)	\$3,580.47	\$3,705.61	\$3,835.06	\$3,969.14	\$4,107.64	\$4,304.65
	106.50%	MONTHLY (40)	\$7,160.95	\$7,411.22	\$7,670.12	\$7,938.29	\$8,215.29	\$8,609.30
		ANNUAL (40)	\$85,931.39	\$88,934.62	\$92,041.50	\$95,259.42	\$98,583.46	\$103,311.63
4519O	Base + Shift +	HOURLY	\$41.701	\$43.159	\$44.666	\$46.228	\$47.841	\$50.135
[15]	Premium 2+ AA	SEMI-MONTHLY (40)	\$3,614.09	\$3,740.40	\$3,871.07	\$4,006.41	\$4,146.21	\$4,345.07
	107.50%	MONTHLY (40)	\$7,228.19	\$7,480.81	\$7,742.14	\$8,012.82	\$8,292.43	\$8,690.14
		ANNUAL (40)	\$86,738.26	\$89,769.69	\$92,905.74	\$96,153.88	\$99,509.12	\$104,281.70
4519P	Base + Shift +	HOURLY	\$42.089	\$43.560	\$45.082	\$46.658	\$48.286	\$50.602
[16]	Premium 2 + BA	SEMI-MONTHLY (40)	\$3,647.71	\$3,775.20	\$3,907.08	\$4,043.68	\$4,184.78	\$4,385.49
	108.50%	MONTHLY (40)	\$7,295.43	\$7,550.40	\$7,814.16	\$8,087.36	\$8,369.57	\$8,770.98
		ANNUAL (40)	\$87,545.13	\$90,604.76	\$93,769.98	\$97,048.33	\$100,434.79	\$105,251.76
4519Q	Base + Premium 2 + AA	HOURLY	\$40.731	\$42.155	\$43.627	\$45.153	\$46.728	\$48.969
[17]	105.00%	SEMI-MONTHLY (40)	\$3,530.05	\$3,653.42	\$3,781.05	\$3,913.24	\$4,049.79	\$4,244.02
		MONTHLY (40)	\$7,060.09	\$7,306.84	\$7,562.09	\$7,826.48	\$8,099.58	\$8,488.05
		ANNUAL (40)	\$84,721.09	\$87,682.02	\$90,745.14	\$93,917.74	\$97,194.96	\$101,856.54
4519R	Base + Premium 2 + AA	HOURLY	\$41.119	\$42.556	\$44.043	\$45.583	\$47.173	\$49.436
[18]	106.00%	SEMI-MONTHLY (40)	\$3,563.66	\$3,688.21	\$3,817.06	\$3,950.51	\$4,088.36	\$4,284.44
		MONTHLY (40)	\$7,127.33	\$7,376.42	\$7,634.11	\$7,901.02	\$8,176.72	\$8,568.88
		ANNUAL (40)	\$85,527.96	\$88,517.09	\$91,609.38	\$94,812.19	\$98,120.62	\$102,826.60

**SKAGIT COUNTY
2022 SALARY STRUCTURE
SHERIFF'S GUILD PATROL DIVISION EMPLOYEES
PATROL DEPUTIES**

+11.4% to match Target Factor Mid Point

DURATION (MONTHS)			12	12	12	12	12	
PAY TYPE	PAY PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
4518A [1]	Base	HOURLY	\$38,792	\$40,147	\$41,550	\$43,003	\$44,503	\$46,638
		SEMI-MONTHLY (40)	\$3,361.95	\$3,479.45	\$3,601.00	\$3,726.89	\$3,856.94	\$4,041.93
		MONTHLY (40)	\$6,723.90	\$6,958.89	\$7,202.00	\$7,453.79	\$7,713.89	\$8,083.85
		ANNUAL (40)	\$80,686.75	\$83,506.69	\$86,423.94	\$89,445.47	\$92,566.63	\$97,006.23
4518B [2]	Base + Shift	HOURLY	\$39,762	\$41,151	\$42,589	\$44,078	\$45,616	\$47,804
	102.50%	SEMI-MONTHLY (40)	\$3,446.00	\$3,566.43	\$3,691.02	\$3,820.07	\$3,953.37	\$4,142.97
		MONTHLY (40)	\$6,891.99	\$7,132.86	\$7,382.05	\$7,640.13	\$7,906.73	\$8,285.95
		ANNUAL (40)	\$82,703.92	\$85,594.35	\$88,584.54	\$91,681.60	\$94,880.79	\$99,431.38
4518C [3]	Base + Premium	HOURLY	\$39,955	\$41,352	\$42,796	\$44,293	\$45,838	\$48,037
	103.00%	SEMI-MONTHLY (40)	\$3,462.81	\$3,583.83	\$3,709.03	\$3,838.70	\$3,972.65	\$4,163.18
		MONTHLY (40)	\$6,925.61	\$7,167.66	\$7,418.06	\$7,677.40	\$7,945.30	\$8,326.37
		ANNUAL (40)	\$83,107.36	\$86,011.89	\$89,016.66	\$92,128.83	\$95,343.63	\$99,916.42
4518D [4]	Base + AA	HOURLY	\$39,180	\$40,549	\$41,965	\$43,433	\$44,948	\$47,104
	101.00%	SEMI-MONTHLY (40)	\$3,395.57	\$3,514.24	\$3,637.01	\$3,764.16	\$3,895.51	\$4,082.35
		MONTHLY (40)	\$6,791.14	\$7,028.48	\$7,274.02	\$7,528.33	\$7,791.02	\$8,164.69
		ANNUAL (40)	\$81,493.62	\$84,341.75	\$87,288.18	\$90,339.92	\$93,492.29	\$97,976.29
4518E [5]	Base + BA	HOURLY	\$39,568	\$40,950	\$42,381	\$43,863	\$45,393	\$47,570
	102.00%	SEMI-MONTHLY (40)	\$3,429.19	\$3,549.03	\$3,673.02	\$3,801.43	\$3,934.08	\$4,122.76
		MONTHLY (40)	\$6,858.37	\$7,098.07	\$7,346.04	\$7,602.86	\$7,868.16	\$8,245.53
		ANNUAL (40)	\$82,300.49	\$85,176.82	\$88,152.42	\$91,234.38	\$94,417.96	\$98,946.35
4518F [6]	Base + Shift + AA	HOURLY	\$40,149	\$41,553	\$43,004	\$44,508	\$46,061	\$48,270
	103.50%	SEMI-MONTHLY (40)	\$3,479.62	\$3,601.23	\$3,727.03	\$3,857.34	\$3,991.94	\$4,183.39
		MONTHLY (40)	\$6,959.23	\$7,202.45	\$7,454.06	\$7,714.67	\$7,983.87	\$8,366.79
		ANNUAL (40)	\$83,510.79	\$86,429.42	\$89,448.78	\$92,576.06	\$95,806.46	\$100,401.45
4518G [7]	Base + Shift + BA	HOURLY	\$40,537	\$41,954	\$43,420	\$44,938	\$46,506	\$48,736
	104.50%	SEMI-MONTHLY (40)	\$3,513.24	\$3,636.02	\$3,763.04	\$3,894.60	\$4,030.51	\$4,223.81
		MONTHLY (40)	\$7,026.47	\$7,272.04	\$7,526.08	\$7,789.21	\$8,061.01	\$8,447.63
		ANNUAL (40)	\$84,317.66	\$87,264.49	\$90,313.02	\$93,470.51	\$96,732.13	\$101,371.51
4518H [8]	Base + Shift + Premium	HOURLY	\$40,925	\$42,356	\$43,835	\$45,368	\$46,951	\$49,203
	105.50%	SEMI-MONTHLY (40)	\$3,546.86	\$3,670.81	\$3,799.05	\$3,931.87	\$4,069.07	\$4,264.23
		MONTHLY (40)	\$7,093.71	\$7,341.63	\$7,598.10	\$7,863.75	\$8,138.15	\$8,528.46
		ANNUAL (40)	\$85,124.52	\$88,099.56	\$91,177.26	\$94,364.97	\$97,657.79	\$102,341.57
4518I [9]	Base + Shift + Premium + AA	HOURLY	\$41,313	\$42,757	\$44,251	\$45,798	\$47,396	\$49,669
	106.50%	SEMI-MONTHLY (40)	\$3,580.47	\$3,705.61	\$3,835.06	\$3,969.14	\$4,107.64	\$4,304.65
		MONTHLY (40)	\$7,160.95	\$7,411.22	\$7,670.12	\$7,938.29	\$8,215.29	\$8,609.30
		ANNUAL (40)	\$85,931.39	\$88,934.62	\$92,041.50	\$95,259.42	\$98,583.46	\$103,311.63
4518J [10]	Base + Shift + Premium + BA	HOURLY	\$41,701	\$43,159	\$44,666	\$46,228	\$47,841	\$50,135
	107.50%	SEMI-MONTHLY (40)	\$3,614.09	\$3,740.40	\$3,871.07	\$4,006.41	\$4,146.21	\$4,345.07
		MONTHLY (40)	\$7,228.19	\$7,480.81	\$7,742.14	\$8,012.82	\$8,292.43	\$8,690.14
		ANNUAL (40)	\$86,738.26	\$89,769.69	\$92,905.74	\$96,153.88	\$99,509.12	\$104,281.70
4518K [11]	Base + Premium + AA	HOURLY	\$40,343	\$41,753	\$43,212	\$44,723	\$46,283	\$48,503
	104.00%	SEMI-MONTHLY (40)	\$3,496.43	\$3,618.62	\$3,745.04	\$3,875.97	\$4,011.22	\$4,203.60
		MONTHLY (40)	\$6,992.85	\$7,237.25	\$7,490.07	\$7,751.94	\$8,022.44	\$8,407.21
		ANNUAL (40)	\$83,914.22	\$86,846.96	\$89,880.90	\$93,023.28	\$96,269.29	\$100,886.48
4518L [12]	Base + Premium + BA	HOURLY	\$40,731	\$42,155	\$43,627	\$45,153	\$46,728	\$48,969
	105.00%	SEMI-MONTHLY (40)	\$3,530.05	\$3,653.42	\$3,781.05	\$3,913.24	\$4,049.79	\$4,244.02
		MONTHLY (40)	\$7,060.09	\$7,306.84	\$7,562.09	\$7,826.48	\$8,099.58	\$8,488.05

		ANNUAL (40)	\$84,721.09	\$87,682.02	\$90,745.14	\$93,917.74	\$97,194.96	\$101,856.54
4518M	Base + Premium 2	HOURLY	\$40.343	\$41.753	\$43.212	\$44.723	\$46.283	\$48.503
[13]	104.00%	SEMI-MONTHLY (40)	\$3,496.43	\$3,618.62	\$3,745.04	\$3,875.97	\$4,011.22	\$4,203.60
		MONTHLY (40)	\$6,992.85	\$7,237.25	\$7,490.07	\$7,751.94	\$8,022.44	\$8,407.21
		ANNUAL (40)	\$83,914.22	\$86,846.96	\$89,880.90	\$93,023.28	\$96,269.29	\$100,886.48
4518N	Base + Shift +	HOURLY	\$41.313	\$42.757	\$44.251	\$45.798	\$47.396	\$49.669
[14]	Premium 2	SEMI-MONTHLY (40)	\$3,580.47	\$3,705.61	\$3,835.06	\$3,969.14	\$4,107.64	\$4,304.65
	106.50%	MONTHLY (40)	\$7,160.95	\$7,411.22	\$7,670.12	\$7,938.29	\$8,215.29	\$8,609.30
		ANNUAL (40)	\$85,931.39	\$88,934.62	\$92,041.50	\$95,259.42	\$98,583.46	\$103,311.63
4518O	Base + Shift +	HOURLY	\$41.701	\$43.159	\$44.666	\$46.228	\$47.841	\$50.135
[15]	Premium 2+ AA	SEMI-MONTHLY (40)	\$3,614.09	\$3,740.40	\$3,871.07	\$4,006.41	\$4,146.21	\$4,345.07
	107.50%	MONTHLY (40)	\$7,228.19	\$7,480.81	\$7,742.14	\$8,012.82	\$8,292.43	\$8,690.14
		ANNUAL (40)	\$86,738.26	\$89,769.69	\$92,905.74	\$96,153.88	\$99,509.12	\$104,281.70
4518P	Base + Shift +	HOURLY	\$42.089	\$43.560	\$45.082	\$46.658	\$48.286	\$50.602
[16]	Premium 2 + BA	SEMI-MONTHLY (40)	\$3,647.71	\$3,775.20	\$3,907.08	\$4,043.68	\$4,184.78	\$4,385.49
	108.50%	MONTHLY (40)	\$7,295.43	\$7,550.40	\$7,814.16	\$8,087.36	\$8,369.57	\$8,770.98
		ANNUAL (40)	\$87,545.13	\$90,604.76	\$93,769.98	\$97,048.33	\$100,434.79	\$105,251.76
4518Q	Base + Premium 2	HOURLY	\$40.731	\$42.155	\$43.627	\$45.153	\$46.728	\$48.969
[17]	+ AA	SEMI-MONTHLY (40)	\$3,530.05	\$3,653.42	\$3,781.05	\$3,913.24	\$4,049.79	\$4,244.02
	105.00%	MONTHLY (40)	\$7,060.09	\$7,306.84	\$7,562.09	\$7,826.48	\$8,099.58	\$8,488.05
		ANNUAL (40)	\$84,721.09	\$87,682.02	\$90,745.14	\$93,917.74	\$97,194.96	\$101,856.54
4518R	Base + Premium 2	HOURLY	\$41.119	\$42.556	\$44.043	\$45.583	\$47.173	\$49.436
[18]	+ BA	SEMI-MONTHLY (40)	\$3,563.66	\$3,688.21	\$3,817.06	\$3,950.51	\$4,088.36	\$4,284.44
	106.00%	MONTHLY (40)	\$7,127.33	\$7,376.42	\$7,634.11	\$7,901.02	\$8,176.72	\$8,568.88
		ANNUAL (40)	\$85,527.96	\$88,517.09	\$91,609.38	\$94,812.19	\$98,120.62	\$102,826.60

SKAGIT COUNTY
2022 SALARY STRUCTURE
SHERIFF'S GUILD PATROL DIVISION EMPLOYEES
PATROL SERGEANT
5% COLA EFFECTIVE - JANUARY 1, 2022 (Amendment 20220065 5.2022)
+11.4% to match Target Factor Mid Point

DURATION (MONTHS)			18	18	
	PAY TYPE	PAY PERIOD	STEP 1	STEP 2	STEP 3
4527A [101]	Base	HOURLY	\$53.705	\$55.854	\$58.088
		SEMI-MONTHLY (40)	\$4,654.47	\$4,840.64	\$5,034.27
		MONTHLY (40)	\$9,308.93	\$9,681.29	\$10,068.54
		ANNUAL (40)	\$111,707.19	\$116,175.48	\$120,822.49
4527B [102]	Base + Shift 102.50%	HOURLY	\$55.048	\$57.250	\$59.540
		SEMI-MONTHLY (40)	\$4,770.83	\$4,961.66	\$5,160.13
		MONTHLY (40)	\$9,541.66	\$9,923.32	\$10,320.25
		ANNUAL (40)	\$114,499.87	\$119,079.86	\$123,843.06
4527C [103]	Base + Premium 103.00%	HOURLY	\$55.317	\$57.529	\$59.830
		SEMI-MONTHLY (40)	\$4,794.10	\$4,985.86	\$5,185.30
		MONTHLY (40)	\$9,588.20	\$9,971.73	\$10,370.60
		ANNUAL (40)	\$115,058.40	\$119,660.74	\$124,447.17
4527D [104]	Base + AA 101.00%	HOURLY	\$54.242	\$56.412	\$58.669
		SEMI-MONTHLY (40)	\$4,701.01	\$4,889.05	\$5,084.61
		MONTHLY (40)	\$9,402.02	\$9,778.10	\$10,169.23
		ANNUAL (40)	\$112,824.26	\$117,337.23	\$122,030.72
4527E [105]	Base + BA 102.00%	HOURLY	\$54.779	\$56.971	\$59.249
		SEMI-MONTHLY (40)	\$4,747.56	\$4,937.46	\$5,134.96
		MONTHLY (40)	\$9,495.11	\$9,874.92	\$10,269.91
		ANNUAL (40)	\$113,941.33	\$118,498.99	\$123,238.94
4527F [106]	Base + Shift + AA 103.50%	HOURLY	\$55.585	\$57.808	\$60.121
		SEMI-MONTHLY (40)	\$4,817.37	\$5,010.07	\$5,210.47
		MONTHLY (40)	\$9,634.74	\$10,020.13	\$10,420.94
		ANNUAL (40)	\$115,616.94	\$120,241.62	\$125,051.28
4527G [107]	Base + Shift + BA 104.50%	HOURLY	\$56.122	\$59.826	\$62.219
		SEMI-MONTHLY (40)	\$4,863.92	\$5,184.94	\$5,392.33
		MONTHLY (40)	\$9,727.83	\$10,369.87	\$10,784.67
		ANNUAL (40)	\$116,734.01	\$124,438.46	\$129,415.99
4527H [108]	Base + Shift + Premium 105.50%	HOURLY	\$56.659	\$58.926	\$61.283
		SEMI-MONTHLY (40)	\$4,910.46	\$5,106.88	\$5,311.16
		MONTHLY (40)	\$9,820.92	\$10,213.76	\$10,622.31
		ANNUAL (40)	\$117,851.08	\$122,565.13	\$127,467.73
4527I [109]	Base + Shift + Premium + AA 106.50%	HOURLY	\$57.196	\$59.484	\$61.863
		SEMI-MONTHLY (40)	\$4,957.01	\$5,155.29	\$5,361.50
		MONTHLY (40)	\$9,914.01	\$10,310.57	\$10,723.00
		ANNUAL (40)	\$118,968.16	\$123,726.88	\$128,675.96

4527J [110]	Base + Shift +	HOURLY	\$57.733	\$60.043	\$62.444
	Premium + BA	SEMI-MONTHLY (40)	\$5,003.55	\$5,203.69	\$5,411.84
	107.50%	MONTHLY (40)	\$10,007.10	\$10,407.39	\$10,823.68
		ANNUAL (40)	\$120,085.23	\$124,888.64	\$129,884.18
4527K [111]	Base + Premium	HOURLY	\$55.854	\$58.088	\$60.411
	+ AA	SEMI-MONTHLY (40)	\$4,840.64	\$5,034.27	\$5,235.64
	104.00%	MONTHLY (40)	\$9,681.29	\$10,068.54	\$10,471.28
		ANNUAL (40)	\$116,175.48	\$120,822.49	\$125,655.39
4527L [112]	Base + Premium	HOURLY	\$56.391	\$58.646	\$60.992
	+ BA	SEMI-MONTHLY (40)	\$4,887.19	\$5,082.68	\$5,285.98
	105.00%	MONTHLY (40)	\$9,774.38	\$10,165.35	\$10,571.97
		ANNUAL (40)	\$117,292.55	\$121,984.25	\$126,863.62
4527M [113]	Base + Premium 2	HOURLY	\$55.854	\$58.088	\$60.411
	104.00%	SEMI-MONTHLY (40)	\$4,840.64	\$5,034.27	\$5,235.64
		MONTHLY (40)	\$9,681.29	\$10,068.54	\$10,471.28
		ANNUAL (40)	\$116,175.48	\$120,822.49	\$125,655.39
4527N [114]	Base + Shift +	HOURLY	\$57.196	\$59.484	\$61.863
	Premium 2	SEMI-MONTHLY (40)	\$4,957.01	\$5,155.29	\$5,361.50
	106.50%	MONTHLY (40)	\$9,914.01	\$10,310.57	\$10,723.00
		ANNUAL (40)	\$118,968.16	\$123,726.88	\$128,675.96
4527O [115]	Base + Shift +	HOURLY	\$57.733	\$60.043	\$62.444
	Premium 2+ AA	SEMI-MONTHLY (40)	\$5,003.55	\$5,203.69	\$5,411.84
	107.50%	MONTHLY (40)	\$10,007.10	\$10,407.39	\$10,823.68
		ANNUAL (40)	\$120,085.23	\$124,888.64	\$129,884.18
4527P [116]	Base + Shift +	HOURLY	\$58.270	\$60.601	\$63.025
	Premium 2 + BA	SEMI-MONTHLY (40)	\$5,050.10	\$5,252.10	\$5,462.18
	108.50%	MONTHLY (40)	\$10,100.19	\$10,504.20	\$10,924.37
		ANNUAL (40)	\$121,202.30	\$126,050.39	\$131,092.41
4527Q [117]	Base + Premium 2	HOURLY	\$56.391	\$58.646	\$60.992
	+ AA	SEMI-MONTHLY (40)	\$4,887.19	\$5,082.68	\$5,285.98
	105.00%	MONTHLY (40)	\$9,774.38	\$10,165.35	\$10,571.97
		ANNUAL (40)	\$117,292.55	\$121,984.25	\$126,863.62
4527R [118]	Base + Premium 2	HOURLY	\$56.928	\$59.205	\$61.573
	+ BA	SEMI-MONTHLY (40)	\$4,933.73	\$5,131.08	\$5,336.33
	106.00%	MONTHLY (40)	\$9,867.47	\$10,262.17	\$10,672.65
		ANNUAL (40)	\$118,409.62	\$123,146.00	\$128,071.84