

# 2009 Whatcom County Salaries

Provided to The Bellingham Herald

Editor's note: This list includes current salary information for unrepresented county employees — those without a bargaining unit, like a union. These employees are supervisors, managers, department heads or elected officials.

Judges are listed at 50 percent of their salary, because the state pays the other half. County Council members are listed, but they are not part of the unrepresented employee class and their wages and benefits are taken care of through another resolution, which has not come before the council this year.

The salary increases that take effect Jan. 1, 2009, are below the list of employees in the document.

## Roster 10-14-08

Name	Title	Range	Step	Annual Salary *
Jones, Wendy R.	Chief Corrections Officer	740CBA	K	\$97,620
Depaul, Greg J.	Lieutenant	720CBA	J	\$88,524
Raymond, Mark P.	Lieutenant	720CBA	K	\$88,795
James, Carey	Undersheriff	370SBA	I	\$101,700
Moyes, Kevin W.	Inspector	360SBA	H	\$93,413
Parks, Jeffrey J.	Chief Criminal Deputy, Sheriff	360SBA	I	\$96,864
Edge, Arthur F.	Chief Civil Deputy, Sheriff	360SBA	I	\$96,864
Rossmiller, Scott A.	Lieutenant	350SBA	8	\$88,956
Cooley, Steven M.	Lieutenant	350SBA	E	\$79,548
Snyder, Charles R.	Judge			\$74,422
Grant, David M.	Judge			\$141,710
Uhrig, Ira J.	Judge			\$74,422
Bjertness, Ann M.	Records/ID Supervisor			\$63,792
Mura, Steven J.	Judge			\$74,422
Elich, Matthew S.	Judge			\$141,710
Parise, Anthony S.	District Court Commissioner	904	6	\$114,024
Verge, Thomas L.	Superior Court Commissioner	903	2	\$126,876
Heydrich, Alfred L.	Superior Court Commissioner	903	6	\$127,164
Gross, Martha V.	Superior Court Commissioner	903	7	\$127,236
Stern, Gregory H.	Health Officer	802	7	\$119,974
Jensen, Rhonda G.	Court Reporter	801	1	\$71,365
Porter, Laura A.	Court Reporter	801	5	\$71,698
Quinn, Kenneth E.	Court Reporter	801	13	\$73,216
Desler, Dewey G.	Deputy Administrator	525	7	\$119,725
Abart, Frank M.	Director	520	6	\$112,908
Stalheim, David	Director	510	5	\$104,280
Delahunt, Regina Anne	Health Director	510	6	\$108,240
Komorowski, Jon C.	Public Defender	510	7	\$112,356
Reynolds, Jr., David L.	Juvenile Court Administrator	500	4	\$96,324
Vanglubt, Bruce L.	DC and DCP Administrator	500	5	\$99,986
Jackson, Jr., N. F.	Superior Court Administrator	500	7	\$107,736
Mcfarlane, Michael Gerold	Director	500	7	\$107,736
Fasy, Richard C.	Chief Deputy, P.D.	450	7	\$103,792
Setter, Mac D.	Chief Criminal Deputy, P.A.	450	8	\$107,736
Watts, Randall J.	Chief Civil Deputy, P.A.	445	8	\$103,284
Hutchings, Jonathon J.	Assistant Director	440	4	\$85,320
Ryan, Jeanne E.	Assistant Director/PDS	440	5	\$88,560
Rutan, Joseph P.	Assistant Director	440	8	\$99,024
Rice, Perry L.	IT Manager	435	4	\$81,792
Bennett, Brad A.	Finance Manager	435	8	\$94,956
Hinz, Terry M.	Health Assistant Director	435	8	\$94,956
Goens, Karen S.	Human Resources Manager	435	8	\$94,956
Newell, Astrid M.	Community Health Mgr	430	3	\$75,540
Wolpers, John J.	Environ. Health Manager	430	4	\$78,408
Russell, Michael E.	Facilities Manager	430	6	\$84,480
Steele, Richard M.	Assistant Administrator	425	4	\$75,168
Grah, Oliver J.	Senior Division Manager	425	4	\$75,168
Peterson, Linda J.	Senior Division Manager	425	5	\$78,036
Petersen, Robert N.	Engineering Manager	425	5	\$78,036
Christensen, Kirk N.	Engineering Manager	425	6	\$81,000
Brueske, Christopher C.	Engineering Manager	425	7	\$84,094

## Roster 10-14-08

Name	Title	Range	Step	Annual Salary *
Green, Mary A.	Maint. & Oper. Superintendent	425	8	\$87,276
Donahue, Michael J.	Engineering Manager	425	8	\$87,276
Wefer-Clinton, Wendy	Employee Relations Manager	425	8	\$87,276
Cooper, Paula	Engineering Manager	425	8	\$87,276
Karcher, James P.	Engineering Manager	425	8	\$87,276
Bauthues, Mark T.	Chief Deputy Elected Official	420	3	\$69,444
Melius, Elizabeth J.	Disease Response & Control Mgr	420	4	\$72,072
Adelstein, Deborah F.	Chief Deputy Elected Official	420	5	\$74,832
Romaker, John E.	Chief Deputy Elected Official	420	8	\$83,664
Ingman, Robin R.	Detention Manager	415	4	\$69,120
Boyd, Donald E.	Deputy Director	415	5	\$71,739
Souza, Peggy M.	Probation Manager	415	7	\$77,292
Frank, Kristin A.	Associate Manager	415	8	\$80,232
Bunnett, Robert J.	Rec. & Senior Svs. Manager	410	8	\$76,920
Givler, Lynne A.	Parks Operations Manager	410	8	\$76,920
Brown-Davis, Dana M.	Clerk of the Council	400	8	\$70,720
Page, Warren J.	Asst. Chief Dep. Pros., Crim.	375	4	\$83,604
Gibson, Daniel L.	Asst. Chief Dep. Pros., Civil	375	12	\$99,048
Cuevas, Angela A.	Senior Deputy II	370	9	\$94,296
Graham, David A.	Senior Deputy II	370	10	\$94,500
Buckingham, Royce S.	Senior Deputy II	370	10	\$94,500
Gallery, Elizabeth L.	Senior Deputy II	370	11	\$94,764
Chambers, Craig D.	Senior Deputy II	370	12	\$95,040
Frakes, Karen N.	Senior Deputy II	370	13	\$95,304
Sawyer, Jeffrey D.	Senior Deputy	365	2	\$71,244
Gigliotti, Anna L.	Senior Deputy	365	2	\$71,244
McLean, Marilyn I.	Senior Deputy	365	2	\$71,244
Quinn, Christopher D.	Senior Deputy	365	3	\$74,016
Stodola, Ann L.	Senior Deputy	365	4	\$76,877
Chalfie, Alan	Senior Deputy	365	4	\$76,884
Coleman, Geraldine R.	Senior Deputy	365	5	\$79,848
Olson, Robert E.	Senior Deputy	365	5	\$79,848
Thulin, Kimberly A.	Senior Deputy	365	5	\$79,851
Bracke, Dona	Senior Deputy	365	6	\$82,932
Hulbert, James T.	Senior Deputy	365	7	\$86,136
Clasen, Dionne M.	Senior Deputy	365	7	\$86,136
Thomas, Hilary A.	Senior Deputy	365	9	\$90,432
Richey, Eric J.	Senior Deputy	365	10	\$90,636
Reid, Jr., George A.	Courthouse Security/Telecom Mgr	360	12	\$87,480
Bratlien, Mark E.	Deputy II	355	1	\$62,976
Connor, Shannon R.	Deputy II	355	1	\$62,976
Freeman, David E.	Deputy II	355	1	\$62,976
Anderson, Angela R.	Deputy II	355	1	\$62,976
Trimble, Sarah E.	Deputy II	355	1	\$62,976
Hendrix, Lance W.	Deputy II	355	1	\$62,976
Reid, Kristen C.	Deputy II	355	1	\$62,976
Devlin, Sean T.	Deputy II	355	1	\$62,976
Paige, Shoshana L.	Deputy II	355	2	\$65,520
Peterson, Ronald K.	Data System Project Coord.	355	6	\$76,294
Walker, Jeanne K.	PA Administrative Manager	355	13	\$84,216
Burnfield, Mark A.	Records & Service Team Supv	350	2	\$62,832

## Roster 10-14-08

Name	Title	Range	Step	Annual Salary *
Gaasland-Smith, Joan A.	Sexual Assault Case Specialist	350	9	\$79,810
Kroll, Thomas	Treasury Services Manager	345	2	\$60,264
Richardson, Kenneth J.	Special Projects Manager	345	2	\$60,264
Rofkar, Carol M.	Construction Coordinator	345	3	\$62,616
Gollen, Jeffery S.	Assistant Superintendent/M & O	345	4	\$65,040
Nylander, Robert J.	Applications Team Supervisor	345	4	\$65,040
Silves, Clayton E.	Assistant Superintendent/M & O	345	7	\$72,888
Webb, Warner L.	PDS Supervisor	345	8	\$75,696
Harrison, Franklin W.	PDS Supervisor	345	8	\$75,696
Schlehuber, Eric L.	Equipment Services Manager	345	10	\$76,740
Middleton, Roland B.	Special Projects Manager	345	11	\$77,002
Bates, Joe E.	Information Commun Coordinator	340	2	\$57,792
Craven, Rebecca	Planning & Policy Analyst	340	4	\$62,376
Fitch, Wayne L.	PDS Supervisor	340	6	\$67,332
Holland, Terry C.	DSS Administrator	340	7	\$69,936
Caldwell, Marianne D.	Senior Budget Analyst	340	7	\$69,936
Perkins, James A.	Real Estate Manager	340	7	\$69,936
Hintz, Peggy E.	Chief Deputy Clerk	340	9	\$73,452
Mccullough, Donald K.	Community Programs Manager	340	9	\$73,445
Nielsen, Connie	Chief Deputy Clerk -SC	340	13	\$74,464
Schroeder, Tyler R.	PDS Supervisor	335	1	\$53,280
Wirth, Leigh A.	Drug Court Coordinator	335	3	\$57,600
Wiles, Julie G.	Office Administrator	335	4	\$59,832
Nichols, Mary L.	Senior Human Resources Rep.	335	6	\$64,572
Leviton, Peggy	Accounting Supervisor	335	6	\$64,572
Guillaume, Mamie J.	Deputy I	330	1	\$51,084
Yeates, Megan N.	Deputy I	330	1	\$51,084
Lyden, Thomas P.	Deputy I	330	1	\$51,084
Swanson, Dean F.	Deputy I	330	1	\$51,084
Brown, David A.	Deputy I	330	2	\$53,160
Neale, Gretchen M.	Deputy I	330	2	\$53,160
Moore, Kyle D.	Deputy I	330	4	\$57,396
Hathorn, Kari E.	Deputy I	330	5	\$59,628
Williams, Fredrick G.	Internal Auditor	330	6	\$61,932
Eiswald, Kellie Sue	Budget Analyst	330	7	\$64,334
Lamb, Rodney L.	Design and Development Supv	330	7	\$64,344
Hughes, Nickee A.	Sen. Administrative Assistant	330	13	\$68,592
Sparks, Michael D.	Investigative Supervisor	330	13	\$68,598
Acland, Beatrice M.	Human Res. Representative II	325	2	\$50,988
Henthorn, Stacy Rae	Records/Licensing Supervisor	325	4	\$55,056
Hughes-Mcmillan, Sandra L.	Business/Services Supervisor	325	4	\$55,058
Mcateer, Amber D.	Safety & Training Specialist	325	4	\$55,056
Keeley, Melissa A.	Human Res. Representative II	325	5	\$57,200
Haines, Arden J.	Executive Assistant	325	7	\$61,740
Helms, Tawni J.	Administrative Supervisor	325	7	\$61,740
Engman, Cheryl L.	Payroll Supervisor	325	11	\$65,333
Vopnford, E. Linda	Client Services Supervisor	320	2	\$48,900
Judge, Janice L.	Property Data Supervisor	320	11	\$62,664
Reed, Judith A.	Tax Supervisor	320	13	\$63,204
Dahl, Douglas A.	Emgcy. Mgmt-Program Specialist	315	2	\$46,904
Burkhart, Frances	Emgcy. Mgmt-Program Specialist	315	2	\$46,904

## Roster 10-14-08

Name	Title	Range	Step	Annual Salary *
Singletary, Laura M.	Administrative Assistant	310	2	\$44,976
Smith, Shara L.	Human Res. Representative I	310	2	\$44,976
Martin, Christy D.	Judicial Assistant	310	2	\$44,976
Ortner, Carol A.	Judicial Assistant	310	2	\$44,976
Scevers, Marsha L.	Judicial Assistant	310	2	\$44,976
Draper, Stephanie L.	Administrative Assistant	310	2	\$44,976
Smith, Darla K.	Administrative Assistant	310	2	\$44,976
Reeves, Christina	Conservation Resource Analyst	310	3	\$46,740
Ott, Jared T.	Human Res. Representative I	310	3	\$46,740
Plumbo, Barbara V.	Administrative Assistant	310	5	\$50,484
Nims, Barbara A.	Administrative Assistant	310	8	\$56,604
Saylor, Barbara J.	Administrative Assistant	310	11	\$57,732
Warren, Michael B.	Assigned Counsel Coordinator	305	2	\$43,128
Tucker, Virginia M.	Law Librarian	305	5	\$48,402
Engels, Marina A.	Deputy Clerk	305	11	\$55,390
Baldwin, Laurel M.	Weed Control Coordinator	300	8	\$50,208
Trujillo, Lorenzo G.	Custodial Coordinator	300	8	\$50,208
Adrian, Tara D.	Paralegal - Civil	270	5	\$46,654
Tutterrow, Kimberly A.	Payroll Benefits Specialist	270	6	\$48,485
Zemel, Therese E.	Paralegal - Civil	270	15	\$55,910
Grant, Margarette A.	Office Coordinator	260	7	\$46,592
Moore, Nancy M.	Office Coordinator	260	7	\$46,592
Mildner, Suzanne M.	Admin. Secretary/Grant Coord.	260	8	\$48,402
Le Van, Bonnie E.	Office Coordinator	260	10	\$50,294
Kasper, Linda Marie	Executive Secretary	260	10	\$50,294
Rood, Dawn A.	Confidential Secretary	250	11	\$48,256
Hanson, Nadean E.	Confidential Clerk	230	11	\$44,429
Nixon, Jill K.	Administrative Clerk	220	10	\$42,619
Axlund, Tamra L.	Human Resources Clerk	210	6	\$36,442
Blakely, Martha L.	Senior Secretary	210	9	\$40,914
Paulson, Jennifer M.	Confidential Clerk-Reception.	200	2	\$29,827
Kremen, Pete	County Executive	05	1	\$141,099
Mceachran, David S.	Prosecuting Attorney	04	1	\$138,240
Elfo, William J.	Sheriff	03	1	\$104,664
Forslof, Shirley A.	Auditor	02	1	\$84,756
Willnauer, Keith M.	Assessor	02	1	\$84,756
Oliver, Steven N.	Treasurer	02	1	\$84,756
Brenner, Barbara E.	Councilmember	01	1	\$17,992
Nelson, Ward L.	Councilmember	01	1	\$17,992
Crawford, Sam R.	Councilmember	01	1	\$17,992
Fleetwood, Seth M.	Councilmember	01	1	\$17,992
Caskey-Schreiber, Laurie R.	Councilmember	01	1	\$17,992
Weimer, Carl M.	Councilmember	01	1	\$17,992
Kelly, Robert J.	Councilmember	01	1	\$17,992

\* Report not run to recognize part-time positions

**Exhibit "A"**  
**2009 Department Head Salary Matrix – effective January 1, 2009**

Range	12 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
500	\$7,384	\$7,665	\$7,954	\$8,258	\$8,572	\$8,898	\$9,237	\$9,587	\$9,952
510	\$7,703	\$7,995	\$8,299	\$8,613	\$8,940	\$9,280	\$9,633	\$9,999	\$10,379
520	\$8,034	\$8,337	\$8,654	\$8,983	\$9,326	\$9,680	\$10,048	\$10,430	\$10,826
525	\$8,207	\$8,516	\$8,840	\$9,177	\$9,527	\$9,888	\$10,264	\$10,654	\$11,059
530	\$8,384	\$8,700	\$9,031	\$9,374	\$9,731	\$10,101	\$10,486	\$10,884	\$11,296

**Exhibit "B"**  
**2009 Management Salary Matrix – effective January 1, 2009**

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 30 mos. at Step 9 required to move to Step 10				
	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
485	\$4,695	\$4,875	\$5,064	\$5,266	\$5,489	\$5,722	\$5,965	\$6,218	\$6,482	\$6,757	\$7,042	\$7,338	\$7,644
490	\$5,124	\$5,304	\$5,493	\$5,724	\$5,968	\$6,215	\$6,474	\$6,732	\$7,001	\$7,279	\$7,568	\$7,868	\$8,178
495	\$5,552	\$5,731	\$5,945	\$6,199	\$6,469	\$6,744	\$7,024	\$7,309	\$7,599	\$7,894	\$8,194	\$8,500	\$8,812
498	\$5,980	\$6,157	\$6,381	\$6,647	\$6,928	\$7,214	\$7,505	\$7,801	\$8,102	\$8,408	\$8,719	\$9,036	\$9,358
499	\$6,408	\$6,584	\$6,807	\$7,075	\$7,358	\$7,646	\$7,939	\$8,237	\$8,540	\$8,848	\$9,161	\$9,479	\$9,802
500	\$6,836	\$7,011	\$7,233	\$7,503	\$7,788	\$8,078	\$8,373	\$8,673	\$8,978	\$9,288	\$9,603	\$9,923	\$10,248
505	\$7,264	\$7,438	\$7,660	\$7,931	\$8,208	\$8,490	\$8,777	\$9,069	\$9,366	\$9,668	\$9,975	\$10,287	\$10,604
510	\$7,692	\$7,865	\$8,087	\$8,359	\$8,636	\$8,918	\$9,205	\$9,497	\$9,794	\$10,096	\$10,403	\$10,715	\$11,032
515	\$8,120	\$8,293	\$8,515	\$8,787	\$9,064	\$9,346	\$9,633	\$9,925	\$10,222	\$10,524	\$10,831	\$11,143	\$11,460
520	\$8,548	\$8,721	\$8,943	\$9,215	\$9,492	\$9,774	\$10,061	\$10,353	\$10,650	\$10,952	\$11,259	\$11,571	\$11,888
525	\$8,976	\$9,149	\$9,371	\$9,643	\$9,920	\$10,202	\$10,489	\$10,781	\$11,078	\$11,380	\$11,687	\$12,000	\$12,318
530	\$9,404	\$9,577	\$9,799	\$10,071	\$10,348	\$10,630	\$10,917	\$11,209	\$11,506	\$11,808	\$12,115	\$12,428	\$12,746
535	\$9,832	\$10,005	\$10,227	\$10,500	\$10,777	\$11,059	\$11,346	\$11,638	\$11,935	\$12,237	\$12,544	\$12,857	\$13,175
540	\$10,260	\$10,433	\$10,655	\$10,928	\$11,205	\$11,487	\$11,774	\$12,066	\$12,363	\$12,665	\$12,972	\$13,285	\$13,603
545	\$10,688	\$10,861	\$11,083	\$11,356	\$11,633	\$11,915	\$12,202	\$12,494	\$12,791	\$13,093	\$13,400	\$13,713	\$14,031
550	\$11,116	\$11,289	\$11,511	\$11,784	\$12,061	\$12,343	\$12,630	\$12,922	\$13,219	\$13,521	\$13,828	\$14,141	\$14,459
555	\$11,544	\$11,717	\$11,939	\$12,212	\$12,489	\$12,771	\$13,058	\$13,350	\$13,647	\$13,949	\$14,256	\$14,569	\$14,887
560	\$11,972	\$12,145	\$12,367	\$12,640	\$12,917	\$13,199	\$13,486	\$13,778	\$14,075	\$14,377	\$14,684	\$14,997	\$15,315
565	\$12,400	\$12,573	\$12,795	\$13,068	\$13,345	\$13,627	\$13,914	\$14,206	\$14,503	\$14,805	\$15,112	\$15,425	\$15,743
570	\$12,828	\$13,001	\$13,223	\$13,496	\$13,773	\$14,055	\$14,342	\$14,634	\$14,931	\$15,233	\$15,540	\$15,853	\$16,171
575	\$13,256	\$13,429	\$13,651	\$13,924	\$14,201	\$14,483	\$14,770	\$15,062	\$15,359	\$15,661	\$15,968	\$16,281	\$16,600
580	\$13,684	\$13,857	\$14,079	\$14,352	\$14,629	\$14,911	\$15,198	\$15,490	\$15,787	\$16,089	\$16,396	\$16,709	\$17,027
585	\$14,112	\$14,285	\$14,507	\$14,780	\$15,057	\$15,339	\$15,626	\$15,918	\$16,215	\$16,517	\$16,824	\$17,137	\$17,455
590	\$14,540	\$14,713	\$14,935	\$15,208	\$15,485	\$15,767	\$16,054	\$16,346	\$16,643	\$16,945	\$17,252	\$17,565	\$17,883
595	\$14,968	\$15,141	\$15,363	\$15,636	\$15,913	\$16,195	\$16,482	\$16,774	\$17,071	\$17,373	\$17,680	\$18,000	\$18,325
600	\$15,396	\$15,569	\$15,791	\$16,064	\$16,341	\$16,623	\$16,910	\$17,202	\$17,504	\$17,811	\$18,124	\$18,442	\$18,766
605	\$15,824	\$15,997	\$16,219	\$16,492	\$16,769	\$17,051	\$17,338	\$17,630	\$17,927	\$18,229	\$18,536	\$18,849	\$19,167
610	\$16,252	\$16,425	\$16,647	\$16,920	\$17,197	\$17,479	\$17,766	\$18,058	\$18,355	\$18,657	\$18,964	\$19,277	\$19,595
615	\$16,680	\$16,853	\$17,075	\$17,348	\$17,625	\$17,907	\$18,194	\$18,486	\$18,783	\$19,085	\$19,392	\$19,705	\$20,023
620	\$17,108	\$17,281	\$17,503	\$17,776	\$18,053	\$18,335	\$18,622	\$18,914	\$19,211	\$19,513	\$19,820	\$20,133	\$20,451
625	\$17,536	\$17,709	\$17,931	\$18,204	\$18,481	\$18,763	\$19,050	\$19,342	\$19,639	\$19,941	\$20,248	\$20,561	\$20,879
630	\$17,964	\$18,137	\$18,359	\$18,632	\$18,909	\$19,191	\$19,478	\$19,770	\$20,067	\$20,369	\$20,676	\$20,989	\$21,307
635	\$18,392	\$18,565	\$18,787	\$19,060	\$19,337	\$19,619	\$19,906	\$20,198	\$20,495	\$20,797	\$21,104	\$21,417	\$21,735
640	\$18,820	\$18,993	\$19,215	\$19,488	\$19,765	\$20,047	\$20,334	\$20,626	\$20,923	\$21,225	\$21,532	\$21,845	\$22,163
645	\$19,248	\$19,421	\$19,643	\$19,916	\$20,193	\$20,475	\$20,762	\$21,054	\$21,351	\$21,653	\$21,960	\$22,273	\$22,591
650	\$19,676	\$19,849	\$20,071	\$20,344	\$20,621	\$20,903	\$21,190	\$21,482	\$21,779	\$22,081	\$22,388	\$22,701	\$23,019
655	\$20,104	\$20,277	\$20,499	\$20,772	\$21,049	\$21,331	\$21,618	\$21,910	\$22,207	\$22,509	\$22,816	\$23,129	\$23,447
660	\$20,532	\$20,705	\$20,927	\$21,200	\$21,477	\$21,759	\$22,046	\$22,338	\$22,635	\$22,937	\$23,244	\$23,557	\$23,875
665	\$20,960	\$21,133	\$21,355	\$21,628	\$21,905	\$22,187	\$22,474	\$22,766	\$23,063	\$23,365	\$23,672	\$23,985	\$24,303
670	\$21,388	\$21,561	\$21,783	\$22,056	\$22,333	\$22,615	\$22,902	\$23,194	\$23,491	\$23,793	\$24,096	\$24,405	\$24,719
675	\$21,816	\$21,989	\$22,211	\$22,484	\$22,761	\$23,043	\$23,330	\$23,622	\$23,919	\$24,221	\$24,528	\$24,841	\$25,159
680	\$22,244	\$22,417	\$22,639	\$22,912	\$23,189	\$23,471	\$23,758	\$24,050	\$24,347	\$24,649	\$24,956	\$25,269	\$25,587
685	\$22,672	\$22,845	\$23,067	\$23,340	\$23,617	\$23,899	\$24,186	\$24,478	\$24,775	\$25,077	\$25,384	\$25,697	\$26,015
690	\$23,100	\$23,273	\$23,495	\$23,768	\$24,045	\$24,327	\$24,614	\$24,906	\$25,203	\$25,505	\$25,812	\$26,125	\$26,443
695	\$23,528	\$23,701	\$23,923	\$24,196	\$24,473	\$24,755	\$25,042	\$25,334	\$25,631	\$25,933	\$26,240	\$26,553	\$26,871
700	\$23,956	\$24,129	\$24,351	\$24,624	\$24,901	\$25,183	\$25,470	\$25,762	\$26,059	\$26,361	\$26,668	\$26,981	\$27,300
705	\$24,384	\$24,557	\$24,779	\$25,052	\$25,329	\$25,611	\$25,898	\$26,190	\$26,487	\$26,789	\$27,096	\$27,409	\$27,727
710	\$24,812	\$24,985	\$25,207	\$25,480	\$25,757	\$26,039	\$26,326	\$26,618	\$26,915	\$27,217	\$27,524	\$27,837	\$28,155
715	\$25,240	\$25,413	\$25,635	\$25,908	\$26,185	\$26,467	\$26,754	\$27,046	\$27,343	\$27,645	\$27,952	\$28,265	\$28,583
720	\$25,668	\$25,841	\$26,063	\$26,336	\$26,613	\$26,895	\$27,182	\$27,474	\$27,771	\$28,073	\$28,380	\$28,693	\$29,011
725	\$26,096	\$26,269	\$26,491	\$26,764	\$27,041	\$27,323	\$27,610	\$27,902	\$28,209	\$28,521	\$28,838	\$29,151	\$29,469
730	\$26,524	\$26,697	\$26,919	\$27,192	\$27,469	\$27,751	\$28,038	\$28,330	\$28,627	\$28,929	\$29,236	\$29,549	\$29,867
735	\$26,952	\$27,125	\$27,347	\$27,620	\$27,897	\$28,179	\$28,466	\$28,758	\$29,055	\$29,357	\$29,664	\$29,977	\$30,295
740	\$27,380	\$27,553	\$27,775	\$28,048	\$28,325	\$28,607	\$28,894	\$29,186	\$29,483	\$29,785	\$30,092	\$30,405	\$30,723
745	\$27,808	\$27,981	\$28,203	\$28,476	\$28,753	\$29,035	\$29,322	\$29,614	\$29,911	\$30,213	\$30,520	\$30,833	\$31,151
750	\$28,236	\$28,409	\$28,631	\$28,904	\$29,181	\$29,463	\$29,750	\$30,042	\$30,339	\$30,641	\$30,948	\$31,261	\$31,579
755	\$28,664	\$28,837	\$29,059	\$29,332	\$29,609	\$29,891	\$30,178	\$30,470	\$30,767	\$31,069	\$31,376	\$31,689	\$32,007
760	\$29,092	\$29,265	\$29,487	\$29,760	\$30,037	\$30,319	\$30,606	\$30,898	\$31,195	\$31,497	\$31,804	\$32,117	\$32,435
765	\$29,520	\$29,693	\$29,915	\$30,188	\$30,465	\$30,747	\$31,034	\$31,326	\$31,623	\$31,925	\$32,232	\$32,545	\$32,863
770	\$29,948	\$30,121	\$30,343	\$30,616	\$30,893	\$31,175	\$31,462	\$31,754	\$32,051	\$32,353	\$32,660	\$32,973	\$33,291
775	\$30,376	\$30,549	\$30,771	\$31,044	\$31,321	\$31,603	\$31,890	\$32,182	\$32,479	\$32,781	\$33,088	\$33,401	\$33,719
780	\$30,804	\$30,977	\$31,199	\$31,472	\$31,749	\$32,031	\$32,318	\$32,610	\$32,907	\$33,209	\$33,516	\$33,829	\$34,147
785	\$31,232	\$31,405	\$31,627	\$31,900	\$32,177	\$32,459	\$32,746	\$33,038	\$33,335	\$33,637	\$33,944	\$34,257	\$34,575
790	\$31,660	\$31,833	\$32,055	\$32,328	\$32,605	\$32,887	\$33,174	\$33,466	\$33,763	\$34,065	\$34,372	\$34,685	\$35,003
795	\$32,088	\$32,261	\$32,483	\$32,756	\$33,033	\$33,315	\$33,602	\$33,894	\$34,191	\$34,493	\$34,796	\$35,105	\$35,419
800	\$32,516	\$32,689	\$32,911	\$33,184	\$33,461	\$33,743	\$34,030	\$34,322	\$34,619	\$34,921	\$35,228	\$	

**Exhibit "C"**  
**2009 Professional/Supervisory Salary Matrix – effective January 1, 2009**

Step	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
300	\$3,492	\$3,541	\$3,590	\$3,639	\$3,688	\$4,132	\$4,281	\$4,430	\$4,579	\$4,728	\$4,877	\$4,926	\$4,975
305	\$3,540	\$3,589	\$3,638	\$3,687	\$3,736	\$4,180	\$4,329	\$4,478	\$4,627	\$4,776	\$4,925	\$5,074	\$5,123
310	\$3,588	\$3,637	\$3,686	\$3,735	\$3,784	\$4,228	\$4,377	\$4,526	\$4,675	\$4,824	\$4,973	\$5,122	\$5,171
315	\$3,636	\$3,685	\$3,734	\$3,783	\$3,832	\$4,276	\$4,425	\$4,574	\$4,723	\$4,872	\$5,021	\$5,170	\$5,219
320	\$4,023	\$4,172	\$4,321	\$4,470	\$4,619	\$5,063	\$5,212	\$5,361	\$5,510	\$5,659	\$5,808	\$5,957	\$6,106
325	\$4,171	\$4,320	\$4,469	\$4,618	\$4,767	\$5,211	\$5,360	\$5,509	\$5,658	\$5,807	\$5,956	\$6,105	\$6,254
330	\$4,319	\$4,468	\$4,617	\$4,766	\$4,915	\$5,359	\$5,508	\$5,657	\$5,806	\$5,955	\$6,104	\$6,253	\$6,402
335	\$4,467	\$4,616	\$4,765	\$4,914	\$5,063	\$5,507	\$5,656	\$5,805	\$5,954	\$6,103	\$6,252	\$6,401	\$6,550
340	\$4,615	\$4,764	\$4,913	\$5,062	\$5,211	\$5,655	\$5,804	\$5,953	\$6,102	\$6,251	\$6,400	\$6,549	\$6,698
345	\$4,763	\$4,912	\$5,061	\$5,210	\$5,359	\$5,803	\$5,952	\$6,101	\$6,250	\$6,399	\$6,548	\$6,697	\$6,846
350	\$4,911	\$5,060	\$5,209	\$5,358	\$5,507	\$5,951	\$6,100	\$6,249	\$6,398	\$6,547	\$6,696	\$6,845	\$6,994
355	\$5,059	\$5,208	\$5,357	\$5,506	\$5,655	\$6,099	\$6,248	\$6,397	\$6,546	\$6,695	\$6,844	\$6,993	\$7,142
360	\$5,207	\$5,356	\$5,505	\$5,654	\$5,803	\$6,247	\$6,396	\$6,545	\$6,694	\$6,843	\$6,992	\$7,141	\$7,290
365	\$5,355	\$5,504	\$5,653	\$5,802	\$5,951	\$6,395	\$6,544	\$6,693	\$6,842	\$6,991	\$7,140	\$7,289	\$7,438
370	\$5,503	\$5,652	\$5,801	\$5,950	\$6,099	\$6,543	\$6,692	\$6,841	\$6,990	\$7,139	\$7,288	\$7,437	\$7,586
375	\$5,651	\$5,800	\$5,949	\$6,098	\$6,247	\$6,691	\$6,840	\$6,989	\$7,138	\$7,287	\$7,436	\$7,585	\$7,734
380	\$5,799	\$5,948	\$6,097	\$6,246	\$6,395	\$6,839	\$6,988	\$7,137	\$7,286	\$7,435	\$7,584	\$7,733	\$7,882
385	\$5,947	\$6,096	\$6,245	\$6,394	\$6,543	\$6,987	\$7,136	\$7,285	\$7,434	\$7,583	\$7,732	\$7,881	\$8,030
390	\$6,095	\$6,244	\$6,393	\$6,542	\$6,691	\$7,135	\$7,284	\$7,433	\$7,582	\$7,731	\$7,880	\$8,029	\$8,178
395	\$6,243	\$6,392	\$6,541	\$6,690	\$6,839	\$7,283	\$7,432	\$7,581	\$7,730	\$7,879	\$8,028	\$8,177	\$8,326
400	\$6,391	\$6,540	\$6,689	\$6,838	\$6,987	\$7,431	\$7,580	\$7,729	\$7,878	\$8,027	\$8,176	\$8,325	\$8,474

**Exhibit "D"**  
**2009 Support Salary Matrix – FLSA non-exempt – effective January 1, 2009**

Step	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
200	\$2,454	\$2,553	\$2,652	\$2,751	\$2,850	\$2,949	\$3,112	\$3,233	\$3,354	\$3,427	\$3,427	\$3,445	\$3,463
210	\$2,456	\$2,555	\$2,654	\$2,753	\$2,852	\$2,951	\$3,114	\$3,235	\$3,356	\$3,429	\$3,429	\$3,447	\$3,465
220	\$2,458	\$2,557	\$2,656	\$2,755	\$2,854	\$2,953	\$3,116	\$3,237	\$3,358	\$3,431	\$3,431	\$3,449	\$3,467
230	\$2,460	\$2,559	\$2,658	\$2,757	\$2,856	\$2,955	\$3,118	\$3,239	\$3,360	\$3,433	\$3,433	\$3,451	\$3,469
240	\$2,462	\$2,561	\$2,660	\$2,759	\$2,858	\$2,957	\$3,120	\$3,241	\$3,362	\$3,435	\$3,435	\$3,453	\$3,471
250	\$2,464	\$2,563	\$2,662	\$2,761	\$2,860	\$2,959	\$3,122	\$3,243	\$3,364	\$3,437	\$3,437	\$3,455	\$3,473
260	\$2,466	\$2,565	\$2,664	\$2,763	\$2,862	\$2,961	\$3,124	\$3,245	\$3,366	\$3,439	\$3,439	\$3,457	\$3,475
270	\$2,468	\$2,567	\$2,666	\$2,765	\$2,864	\$2,963	\$3,126	\$3,247	\$3,368	\$3,441	\$3,441	\$3,459	\$3,477

**Exhibit "E"**  
**2008 Binding Arbitration Adjustment Matrix only – effective January 1, 2008**  
 (remains in place until changed)

Range	1 year of service at each step required to move to next step								
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I
320SBA	4910	5104	5306	5516	5726	5944	6170	6404	6641
330SBA	5156	5360	5572	5792	6012	6240	6477	6723	6972
340SBA	5415	5629	5851	6082	6313	6553	6802	7060	7321
350SBA	5685	5910	6143	6386	6629	6881	7142	7413	7687
360SBA	5969	6205	6450	6705	6960	7224	7499	7784	8072
370 SBA	6267	6515	6772	7040	7308	7586	7874	8173	8475

**Exhibit "F"**  
**2009 Binding Arbitration Adjustment Matrix only – effective January 1, 2009**

Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	3 Year Steps (at 3 years at Step I required to move to step J)		
									Step I	Step J	Step K
720CBA		\$5,786	\$6,069	\$6,305	\$6,546	\$6,796	\$7,069	\$7,369	\$7,611	\$7,835	\$7,859
740CBA		\$6,387	\$6,682	\$6,941	\$7,207	\$7,480	\$7,780	\$8,109	\$8,373	\$8,397	\$8,420

**Exhibit "G"**  
**2009 Court Reporters & Health Officer Salary Matrix – effective January 1, 2009**

Range	12 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			
Range #01	\$5,651	\$5,457	\$5,463	\$5,469	\$5,475	\$5,482	\$5,488	\$5,494	\$5,502	\$5,520	\$5,542	\$5,568	\$5,588
Range #02	\$6,271	\$6,277	\$6,283	\$6,289	\$6,295	\$6,302	\$6,308	\$6,314	\$6,322	\$6,340	\$6,362	\$6,388	\$6,426

**Exhibit "H"**  
**2008 Commissioners Salary Matrix - effective January 1, 2009**  
 (remains in place until changed)

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
Range #E3	\$10,568	\$10,574	\$10,580	\$10,585	\$10,592	\$10,599	\$10,605	\$10,611	\$10,619	\$10,637	\$10,659	\$10,683	\$10,708
Range #E4	\$9,473	\$9,479	\$9,485	\$9,491	\$9,497	\$9,504	\$9,510	\$9,518	\$9,524	\$9,542	\$9,564	\$9,588	\$9,610