



BEFORE THE BOARD OF COLUMBIA COUNTY PUBLIC TRANSPORTATION

Resolution Authorizing Salary)
Schedule Revision)

Resolution 2019 - 10

WHEREAS: Columbia County Public Transportation maintains a salary schedule for all positions:

WHEREAS: The board has approved a 2% Cost of Living Adjustment (COLA) increase to all positions for the 2020 fiscal year.

WHEREAS: The board has approved new position for advised employee.

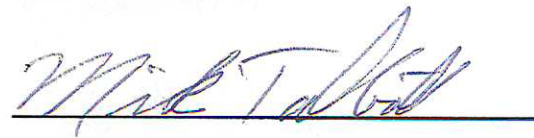
WHEREAS: The General Manager has approved step increases for eligible employees.

IT IS HEREBY RESOLVED BY THE BOARD OF COLUMBIA COUNTY TRANSPORTATION: A revised Salary schedule for fiscal year 2019 with a 2% increase over the 2019 schedule. See Attachment "A"

PASSED AND ADOPTED: by the Columbia County Public Transportation Board, State of Washington, on this 19th day of December 2019

**BY THE BOARD OF COLUMBIA COUNTY
PUBLIC TRANSPORTATION, COLUMBIA
COUNTY, WASHINGTON**


Attest, David Ocampo



Mike Talbott, Chairman

2020 CCPT SALARY SCHEDULE with 2% COLA

GENERAL MANAGER--EXEMPT

BASE	53,599	STEP 1	56,279	STEP 2	59,093	STEP 3	62,047	STEP 4	65,150	STEP 5	68,407	STEP 6	71,828	STEP 7	75,419	STEP 8	79,190	STEP 9	83,149	STEP 10	87,307
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5 % Step Increase Based on Board Approved Merit

BASE	47,534	STEP 1	49,911	STEP 2	52,406	STEP 3	55,027	STEP 4	57,778	STEP 5	60,667	STEP 6	63,700	STEP 7	66,885	STEP 8	70,230	STEP 9	73,741	STEP 10	77,428
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Finance Manager: Transit Supervisor
5% Step Every three years

BASE	17,81	STEP 1	18.70	STEP 2	19.63	STEP 3	20.62	STEP 4	21.65	STEP 5	22.73	STEP 6	23.87	STEP 7	25.06	STEP 8	26.31	STEP 9	27.63	STEP 10	29.01
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LEAD DISPATCHER/ADMINISTRATIVE ASSISTANT (NON-DRIVER)--NON-EXEMPT
5% Step Every three years

BASE	16.15	STEP 1	16.95	STEP 2	17.80	STEP 3	18.69	STEP 4	19.62	STEP 5	20.61	STEP 6	21.64	STEP 7	22.72	STEP 8	23.85	STEP 9	25.05	STEP 10	26.30
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OPERATOR/CUSTOMER SERVICE REP: OPERATOR/JANITOR--NON-EXEMPT
5% Step Every three years

BASE	14.64	STEP 1	15.37	STEP 2	16.14	STEP 3	16.95	STEP 4	17.80	STEP 5	18.69	STEP 6	19.62	STEP 7	20.60	STEP 8	21.63	STEP 9	22.71	STEP 10	23.85
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OPERATORS-FULL-TIME AND PART-TIME ON-CALL--NON-EXEMPT
5% Step Every three years

BASE	20.18	STEP 1	21.19	STEP 2	22.24	STEP 3	23.36	STEP 4	24.52	STEP 5	25.75	STEP 6	27.04	STEP 7	28.39	STEP 8	29.81	STEP 9	31.30	STEP 10	32.87
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SAFETY & MAINTENANCE TECHNICIAN--NON-EXEMPT
5% Step Every three years

APPROVED BY THE COLUMBIA COUNTY TRANSPORTATION AUTHORITY BOARD

	CHAIRMAN
	DIRECTOR
	DIRECTOR
	DIRECTOR
12-19-19	DATE

David Ocampo

From: David Ocampo
Sent: Sunday, December 15, 2019 5:58 PM
To: Mike Talbott; Chuck Amerein; Ryan Rundell; Zach Weatherford; Richard Ells
Subject: Salary schedule revision

This message seeks to receive Board approval for a 2% COLA increase, new position approval, job description and step increase under the same revised 2020 CCPT Salary Schedule.

In 2020 two manager employees will be eligible for a step increase in their salary range. Salary steps for these two employees are based on merit and are not contingent on the approval from the board. I will be authorizing the step increases on both of these individuals, Darla Brown and Steve Mertens to step 6.

I recommend that the board takes into consideration the change of basing the step increases for future years by merit, to an automatic 5% step increase every 3 years.

Both employees have demonstrated their abilities to be above and beyond what I had expected them to be, which is why I feel strongly that based off merit these two employees are perfect candidates for step increase 6 on their salary schedule. I have no doubt that they will continue to make positive impact to our agency and our vision.

I ask that the board takes into consideration doing this salary schedule revision as one resolution rather than having to make a resolution for all the changes to the salary schedule.

As always if you have any questions please let me know, you know where to find me or how to get a hold of me.

David Ocampo
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