Jeffrey A. Cline, *President* Terry L. Baker, *Vice President* Krista L. Hart, *Clerk* 



Wayne K. Keefer Cort F. Meinelschmidt Randall E. Wagner

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#### BOARD OF COUNTY COMMISSIONERS October 15, 2019 OPEN SESSION AGENDA

#### 08:00 A.M. MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE CALL TO ORDER, *President Jeffrey A. Cline* APPROVAL OF MINUTES – October 8, 2019

#### 08:05 A.M. CLOSED SESSION

(To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or any other personnel matter that affects one or more specific individuals; To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State; To consult with counsel to obtain legal advice on a legal matter; To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the development of fire and police services and staff; and (ii) the development and implementation of emergency plans; & To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.)

- 10:00 A.M. RECONVENE IN OPEN SESSION
- 10:05 A.M. COMMISSIONERS' REPORTS AND COMMENTS
- 10:15 A.M. REPORTS FROM COUNTY STAFF
- 10:25 A.M. CITIZENS PARTICIPATION
- 10:30 A.M. APPROVAL OF REVISED BY-LAWS FOR THE ENVIRONMENTAL MANAGEMENT ADVISORY COMMITTEE – Dan DiVito, Director, Division of Environmental Management
- 10:40 A.M. QUITCLAIM TO H AND C PROPERTIES Todd Moser, Real Property Administrator, Division of Engineering
- 10:45 A.M COMMUNITY VOLUNTEER FIRE COMPANY, DISTRICT 12 Kingsley Poole, Co-Chair, Emergency Services Advisory Council, Richard Hopkins, Co-Chair, Emergency Services Advisory Council, R. David Hays, Director, Division of Emergency Services, Robert Moncrief, President, Washington County Volunteer Fire and Rescue Association
- 11:00 A.M. PUBLIC HEARING WATER AND SEWERAGE PLAN AMENDMENT, TOWN OF SMITHSBURG WS-19-002 Stephen, T. Goodrich, Director, Department of Planning and Zoning
- 11:30 A.M. MINIMUM WAGE ANALYSIS Sara Greaves, Chief Financial Officer

Individuals requiring special accommodations are requested to contact the Office of the County Commissioners, 240.313.2200 Voice/TDD, to make arrangements no later than ten (10) working days prior to the meeting.

#### 11:45 P.M. RECESS

## 12:45 P.M. RECONVENE IN CLOSED SESSION

(To discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or any other personnel matter that affects one or more specific individuals)

03:45 P.M. ADJOURNMENT



Agenda Report Form

**Open Session Item** 

SUBJECT: Approval of REVISED by-laws for the Environmental Management Advisory Committee

PRESENTATION DATE: October 15, 2019

PRESENTATION BY: Dan DiVito, Director, Division of Environmental Management

**RECOMMENDED MOTION:** To approve the revised bylaws of the Environmental Management Advisory Committee as presented.

**REPORT-IN-BRIEF:** The members and Chair voted upon an amendment to the by-laws which addresses the topic of "Quorum", *NEW* Article V, section C (see below):

Current by-laws state that a quorum is "*a majority* of active members of the Committee..."

Revision changes the quorum to "at least three (3) active members of the Committee..."

**DISCUSSION:** The committee is requesting a change in the wording in reference to the required number of members necessary for a quorum. Past meetings were unable to conduct regular business because of a lack of sufficient numbers to meet this requirement. The roster of membership has recently been filled which will also facilitate achieving a quorum but the committee still feels the wording should be amended.

Additionally, the Clerk is working to prepare all by-laws for the Boards and Commissions in a uniformed manner, no verbiage has been changed during the Clerk's revisions.

FISCAL IMPACT: None

**CONCURRENCES:** Dan DiVito, Director, and Board Chair.

ATTACHMENTS: Revised bylaws for the Environmental Management Advisory Committee



#### WASHINGTON COUNTY ENVIRONMENTAL MANAGEMENT ADVISORY COMMITTEE

BYLAWS

(in accordance with Policy PR-22, Boards and Commissions)

#### Article I

Name and Principal Office

The name of the Committee is the Washington County Environmental Management Advisory Committee (Committee). The principal office of the Committee is located at the Division of Environmental Management, 16232 Elliott Parkway, Williamsport, Maryland,

> <u>Article II</u> Priorities

The Committee shall:

<u>A.</u> <u>Provide the Board of County Commissioners (Commissioners)</u> and County staff with advice and suggestions <u>in regard to</u>:

1. Policies and procedures of the Division of Environmental Management;

Information concerning new regulatory proposals;

3. Information concerning current County Water and Sewer Service Policies;

4. Information concerning the County Resource Element of the Comprehensive plan;

Information concerning all local solid waste issues;

<u>6.</u> Evaluating the Solid Waste Plan and its effectiveness and recommending modifications; and,

7. Information concerning the biennial update of the Solid Waste Management and Recycling Plans.

#### <u>Article III</u> <u>Membership</u>

A. <u>Composition.</u> The Committee shall consist of no less than seven (7) and no more than nine (9) voting members who shall be appointed by the Commissioners. In addition to the voting members, the Commissioners may appoint others to serve as non-voting, ex officio members of the Committee for various terms of office and for various differing purposes.

B. <u>Terms.</u> The original term of two (2) members shall be for one (1) year; the original term of two (2) members shall be for two (2) years; and the original term of one (1) member shall be for three (3) years. Any members in excess of five (5) shall serve an initial term of two (2) years. Subsequent terms of all members shall be for three (3) years. Members of the Committee shall be eligible for reappointment for one (1) consecutive term <u>only and</u> following the second consecutive three (3) year term, shall be eligible for reappointment only following an intervening three (3) year period.

Deleted: BYLAW ONE

**Deleted:** WASHINGTON COUNTY ENVIRONMENTAL MANAGEMENT ADVISORY COMMITTEE" ("Committee").

#### **Deleted:** BYLAW TWO¶ PRINCIPAL OFFICE¶

The principal office and meeting place of the Committee shall be the Washington County Division of Environmental Management, 16232 Elliott Parkway, Williamsport, Maryland 21795.¶ BYLAW THREE

Deleted: only, and

Deleted: BYLAW FOUR

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#### C. Termination of Membership and Vacancies

1. Membership on the Committee may be terminated by voluntary withdrawal or by removal by the Commissioners. Any member may withdraw from membership by giving written notice to the Committee chair of such intention.

2. The Committee may recommend to the Commissioners that the membership of an individual member be terminated based on one or more of the following criteria:

a. Inadequate attendance including excused and unexcused absences;

b. Breach of confidentiality;

c. Action/behavior that is inappropriate or inconsistent with County policy.

3. The Commissioners shall have the authority to remove any member of the Committee at any time when, in its sole and absolute discretion, the best interest of the community shall be served.

4. Vacancies in the Committee for any reason shall be filled for the unexpired term by the Commissioners.

## Article IV

**Officers** 

A. Elected Officers. The members of the Committee shall elect from their members, a chair, a vice-chair, and a secretary, who may or may not be a member of the Committee. One member may not hold more than one office. The officers shall have the duties and powers usually attendant upon such officers, and such other duties and powers not consistent herewith as may be provided by the Committee.

B. Chair. The chair shall:

1. Preside as the chief officer of the Committee and shall be present at all meetings of the Committee;

2. Serve as a non-voting ex-officio member of all sub-committees and appoint the chair of each sub-committee from among the members;

3. Ensure that proper records are maintained;

4. Communicate to the Committee such matters and make such suggestions as may in the chair's opinion tend to promote the achievement of the goals outlined in these by-laws; and,

5. Perform such other duties as are necessarily incidental to the office.

C. Vice-Chair. The vice-chair shall perform all duties of the chair during his or her absence.

D. Secretary. The secretary shall maintain minutes of the meetings and when necessary provide notice of meetings to members of the Committee. The secretary shall keep record of the proceedings of each meeting, which shall include the vote of each member on each question, or if absent or failing to vote, indicating such fact; the names and addresses of all witnesses; a summary of facts on which the decision is based; the decision rendered; and other official actions of the Committee.

Page 2 of 4 Environmental Management Adv. Committee By-Laws DRAFT September 13, 2019

#### E. Officer Removal, Resignation, and Vacancies.

1. The Committee may recommend to the Commissioners that a member serving as an officer be removed from his or her officer position based on one or more of the following criteria:

. Inadequate attendance including excused and unexcused absences;

b. Breach of confidentiality; and,

c. Action/behavior that in the opinion of the Committee is inappropriate or inconsistent with County policy.

2. The Commissioners shall have the authority to remove any member from an officer position of the Committee at any time when, in its sole and absolute discretion, the best interest of the community shall be served.

3. In the event of an officer vacancy that is caused by removal, resignation, or any other reason, the Committee shall elect a member to fill the vacancy. The election shall take place at the next regularly scheduled meeting following the effective date of the vacancy. A member elected to fill the vacancy shall serve out the remainder of the officer's term left vacant. The partial term shall not be applied to the term limits.

#### <u>Article V</u> <u>Meetings</u>

A. **Meetings.** Meetings shall be subject to the Open Meetings Act and members of the public shall be permitted to attend all meetings except as provided by law. General parliamentary rules, as set forth in Robert's Rules of Order, as amended from time to time, shall govern, when not in conflict with these by-laws.

<u>1.</u>**Regular Meetings.** Regular meeting shall be held quarterly or more frequently as needed.

2. **Annual Meeting.** There shall be an annual meeting of the Committee each year, unless otherwise ordered by the Committee, for the election of officers, receiving reports, and the transaction of other business. Notice of such meetings issued by the Secretary, shall be mailed to the last recorded address of each member of the Committee at least one (1) week before the time appointed for the meeting.

3. Special Meetings. Special Meetings of the Committee may be called at any time by the Chair, or in the Chair's absence, by the Vice-Chair, on the written request of two (2) members of the Committee, the request of the Commissioners, or upon the request of the Washington County Health Officer. One (1) weeks' notice of any Special Meeting must be given to the members of the Committee and the notice must state the reason for the Special Meeting.

B. Attendance. All members shall be required to attend the regularly scheduled Committee meetings. Failure to attend these meetings may be at the discretion of the Committee and result in the following:

1. A third missed meeting in any fiscal year may result in a letter to the member from the chair regarding the attendance policy.

Page 3 of 4 Environmental Management Adv. Committee By-Laws DRAFT September 13, 2019 Deleted: BYLAW FIVE Deleted: MEETINGS 2. Disassociation from the Committee as a voting member may occur after the third unexcused absence of regularly scheduled meetings in any fiscal year.

C. Quorum. For the purpose of conducting regular business, at least three (3) active members of the Committee, when present at any meeting, shall constitute a quorum.

<u>D</u>, <u>Sub-committees.</u> Other standing or special sub-committees of the Committee may be formed by the Committee as deemed necessary.

#### Article VI

Fiscal Year and Budget

A. Fiscal Year. The fiscal year of the Committee shall begin on the 1<sup>st</sup> day of July and end on the last day of June.

B. **Budget.** No budget will be provided to the Committee unless deemed necessary by the Commissioners.

#### Article VII endments to By

Amendments to ByLaws

These bylaws may be amended, repealed, modified, or altered, in whole or in part, by the Commissioners, in their sole and absolute discretion. If such an amendment or change is proposed by the Board, such proposal must be submitted in writing and approved at a meeting of the Board. The proposal to amend these bylaws and the text of the proposed amendment must be included in the notice of the next meeting of the Board. At that time, the Board shall vote on the proposed amendment. Such proposed amendments shall be recommended to the Commissioners only if the proposal receives a quorum vote of the Board.

Approved and adopted this \_\_\_\_\_ day of XXXXXX, 2019.

ATTEST:

Krista L. Hart, County Clerk

Jeffrey A. Cline, President Board of County Commissioners of Washington County, Maryland Deleted: For the purpose of

**Deleted:** D. <u>Voting</u>. Official statements of Committee positions, communications, or recommendations, shall be approved by majority vote of the active members present. All other regular business may be conducted by majority vote when a quorum is met. ¶

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Page 4 of 4 Environmental Management Adv. Committee By-Laws DRAFT September 13, 2019



Agenda Report Form

Open Session Item

**SUBJECT:** Quitclaim to H and C Properties

PRESENTATION DATE: October 15, 2019

**PRESENTATION BY:** Todd Moser, Real Property Administrator, Division of Engineering

**RECOMMENDED MOTION:** Move to approve the conveyance of 1,366 +/- square feet of land to H and C Properties and approve the acceptance of a 68 +/- square feet easement and affirm previously accepted 4,454 +/- easement.

**REPORT-IN-BRIEF:** A survey error that occurred prior to 2005 was brought to the attention of County staff. The error resulted in the County accepting a small portion of land beyond the limits of the original dedicated area for the improvements of Maugans Avenue.

**DISCUSSION:** County staff has been working with H and C Properties to resolve the issue. The area being considered for conveyance was dedicated to the County at zero consideration.

FISCAL IMPACT: N/A

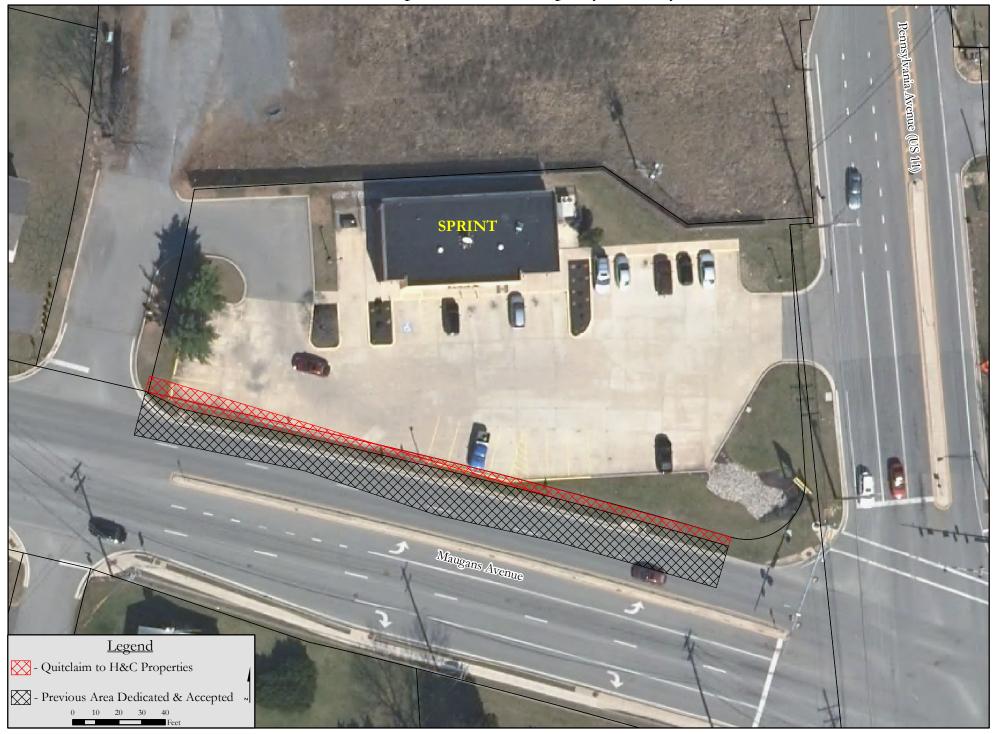
**CONCURRENCES:** County Attorney, Director of Engineering

**ALTERNATIVES:** N/A

ATTACHMENTS: Aerial Map

AUDIO/VISUAL NEEDS: Yes (Aerial Map)

# H&C Properties LLC Property Conveyance





#### **Open Session Item**

**SUBJECT:** Community Volunteer Fire Company, District 12

PRESENTATION DATE: October 15, 2019

**PRESENTATION BY:** Kingsley Poole, Co-Chair, Emergency Services Advisory Council, Richard Hopkins, Co-Chair, Emergency Services Advisory Council, R. David Hays, Director, Division of Emergency Services, Robert Moncrief, President, Washington County Volunteer Fire and Rescue Association

**RECOMMENDED MOTION:** Move to remove the 36-month Probationary Status Designation from the Community Volunteer Fire Company that was implemented as a condition of re-instatement of service authority.

**REPORT-IN-BRIEF:** On July of 2012 the Board of County Commissioners voted to suspend the Former Fairplay Vol. Fire Company from the provision of fire and emergency medical service delivery within Washington County, MD.

On October 11, 2016 the Board of County Commissioners, under recommendation of the Director of Emergency Services, the Emergency Services Advisory Council and the Washington County Vol. Fire and Rescue Association voted to authorize re-instatement of services, provided several stipulations and requirements were agreed upon the Fire Department and its membership.

Included in those stipulations was the requirement to serve a 36-month probationary period whereas all actions and functions of the newly re-organized fire department would be closely monitored by the Emergency Services Advisory Council (ESAC). The probationary stipulation included the requirement that the ESAC be empowered with full financial and administrative oversight of the fire company during the probationary period.

**DISCUSSION:** To date, the leadership and membership of the Community Vol. Fire Company, District 12 have maintained success in the responsible management of the newly re-organized company. Financial management is on par and in many cases exceeds expectations for a newly re-organized company. The membership continues to pay upon its loan obligation to the County and has been successful in bringing the facility and equipment up to response standards. The fire company has been able to establish a cash reserve balance that will help maintain future apparatus and equipment replacements in a functional timeframe.

Recently the company has been successful in awards from both the Assistance to Firefighters and the SAFER Grant Programs from FEMA.

#### FISCAL IMPACT: None

**CONCURRENCES:** Director of Emergency Services, Emergency Services Advisory Council and Washington County Vol. Fire and Rescue Association

ALTERNATIVES: Extend the probationary period for a duration as defined by the Board of County Commissioners.

ATTACHMENTS: None

AUDIO/VISUAL NEEDS: None



Open Session Item

**SUBJECT**: PUBLIC HEARING – Water and Sewerage Plan amendment, Town of Smithsburg WS-19-002

PRESENTATION DATE: October 15, 2019

PRESENTATION BY: Stephen T. Goodrich, Director, Department of Planning and Zoning

**RECOMMENDED MOTION:** This is a public hearing to take comment on the proposed amendment. No motion is required. However, following conclusion of the public hearing Commissioners may discuss and reach consensus on proposed action or delay to a future meeting

**REPORT-IN-BRIEF:** The Mayor and Council of the Town of Smithsburg has submitted a request for amendment to the Water and Sewerage Plan. The amendment requests enlargement of the sewer service area for the Smithsburg Wastewater Treatment Plant to include 12 parcels of land that are located on the east side of the intersection of MD Routes 64 and 77. Three of the parcels were recently annexed into the Town and are the location of a mixed-use development proposed by property owner Cloverly Hill LLC. The remaining 9 parcels, which are located in the County, surround the Cloverly parcels. There are 7 existing single-family dwellings on these parcels and 1 parcel is vacant. The Town has also requested that an S-1 service priority designation be assigned to all 12 parcels. Service priority designations are a general indicator of when public utility service might be expected but it is not a firm commitment or guarantee. The S-1 designation means that public sewer service is existing. An S-3 designation means that service is programmed and the S-5 designation means that it is planned. All of the parcels are located in the Town or County growth area.

**DISCUSSION:** Since the Cloverly parcels have been annexed into the Town of Smithsburg and all of the parcels are included in the town or county growth areas it is appropriate for their inclusion in the service area boundary where the public utility service is expected. It is expected and preferred by both jurisdictions' comprehensive plans that public utility service will be used in these areas where growth and development will be encouraged. Plan criteria state that the S-1 designation is for areas where the service is existing or under construction. The sewer service does not exist nor is it currently under construction and therefore the S-1 service priority is not appropriate. However, staff recommended, and the Planning Commission supported, an alternate proposal to assign the S-3 designation to the Cloverly parcels and the S-5 for the remaining 9 parcels. This indicates the intention and desire to utilize the public utility at an undesignated time in the future. The designation can be updated administratively (without further amendment) when the service is existing. A Town representative and 2 of the property owners indicated their support of this proposal during the Planning Commissions public information meeting.

#### FISCAL IMPACT: None

CONCURRENCES: Town of Smithsburg Mayor and Council

#### ALTERNATIVES: None

**ATTACHMENTS:** Smithsburg Mayor and Council application package, Staff report and Planning Commission recommendation

#### AUDIO/VISUAL NEEDS: None



## DEPARTMENT OF PLANNING & ZONING COMPREHENSIVE PLANNING | LAND PRESERVATION | FOREST CONSERVATION | GIS

## WATER AND SEWERAGE PLAN AMENDMENT STAFF REPORT AND ANALYSIS WS-19-002

#### BACKGROUND

The Mayor and Council of the Town of Smithsburg have requested amendment of the Washington County Water and Sewerage Plan. The Town requests that the County "...amend the sewer service area boundaries to match those of the growth area boundary and revise the designation to S-1, since the development plans are underway." The area where the Town requests that this change be made is located in the east quadrant of the intersection of MD Routes 64 and 77. (See attached map) This area is included within the Town's Growth Area boundary in the Municipal Growth Element of its 2012 Comprehensive Plan. It is also identified as a potential annexation area in that same plan. The Town followed thru on this intention after a request by developer Cloverly Hill LLC and annexed its land (parcels #29, 120 and 262 see attached map) into the Town of Smithsburg in March 2019. It is Cloverly Hill's development plans that the Town refers to as "underway" in its amendment request. The area is also indicated within the Smithsburg Town Growth Area in the County's adopted Comprehensive Plan. There are 12 parcels of land in the area requested to be included in the service area. Three are owned by Cloverly Hill LLC and the remaining 9 are owned by individuals.

Per the Water and Sewerage Plan's definitions, a **service area** is a geographic area served or potentially served by a system of sanitary sewers connected to a treatment plan. Typically, a service area bears the name of the jurisdiction that owns and/or operates the treatment plant or the name of a municipality that is a primary provider of services in the area. In this case it is the Smithsburg Wastewater Treatment Plant service area because it provides service to the Town and surrounding area identified for future growth. The Town of Smithsburg was the former owner of the plant which is now owned and operated by Washington County. It is the Smithsburg Wastewater Treatment Plant service area that the Town has requested be expanded to include the subject 12 parcels.

The amendment application also includes the request to modify the service priority designation to S-1. Service priority designations are a label for a parcel's relationship with an urban or town growth area and a very general indicator of when the public service might be provided. It is not a commitment or guarantee of public service or a date when it will be available. Public sewer service is preferred and/or required within growth areas. Private on-site

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wells and septic systems are discouraged or sometimes prohibited in growth areas if connections to a public system are available. In all cases, private on-site systems are considered temporary until connection to a public system can be made.

Of the four priority designations used by Washington County in its plan, three indicate a preference for public sewer service in Town and Urban Growth Areas and a very generalized time frame for that service to be provided. S-5 indicates that the property is within the growth area and public service, meaning connection to a public sewerage system, is preferred and *planned* in the future. No specific development proposals have been made and no designs for system improvements or line extensions to meet capacity or assignments of capacity have been made. S-3 indicates that the parcel(s) are located in a growth area and that public service is preferred, expected and *programmed* by way of certain approvals of some form of development plan. Also, necessary capital projects to facilitate provision of service are included in the jurisdiction's Capital Improvements Program (CIP) that will enable the provision of service to the development proposal.

An S-1 service priority designation is an indicator that parcels within it are "...currently served (by a public system) or where actual work is progressing or where a notice to proceed with a contract for this work has been let ..."

#### DISCUSSION

The area where the Town has requested inclusion within the Smithsburg Treatment Plant service area and the change in priority designation includes12 parcels of land. Three are currently owned by developer Cloverly Hill, LLC. These three parcels (# 29, 120 and 262) were annexed into the municipality of Smithsburg and received a mixture of General Commercial and Town Residential zoning. Parcel 262 currently has a service priority designation in the Water and Sewerage Plan of S-7 indicating no planned public sewer service. Parcel 29 has a combination of priority designations S-5 and S-7 with the boundary between the two following the former growth area boundary. Parcel 120 is designated as S-5. These parcels are vacant except for farm buildings on parcel 262. A stone dwelling on parcel 262 has been demolished.

Six parcels (# 121, 124, 214, 224, 305 and 350) have a priority designation of S-5 indicating that public sewer service is planned for the future. They are included in the analysis of the amendment because they are included in the Town and County growth areas. Each of these six parcels has a dwelling located on it and none are connected to a public sewer system. There are no allocations, construction drawings, funding or intention on the part of the service provider to require connections of these parcels. A public sewer system does not exist in the

area. These dwellings are connected to the public water system and there are fire hydrants located along Cloverly Farm Lane.

Three remaining parcels are included within the Town and County growth areas but currently have a service priority designation of S-7 meaning that public sewer service is not planned for them and no development proposals requiring public service have been presented. Parcels 83 and 351 are combined and occupied by a dwelling and related out buildings. These two parcels are located in the southern corner of the subject area and front on MD Route 77. The remaining Parcel 195 is located in the northern corner of the subject area, is vacant of buildings and is planted with orchard and vineyard. It has frontage along Raven Rock Road (aka MD Route 491).

The impending development of the Cloverly Hill properties (parcels #29, 120 and 262) which have been annexed into the Town, has prompted this request from the Town. It is supported and encouraged by the Cloverly Hill developer. The development plan as described in the application is to develop the property with a mixed-use intergenerational community containing single family homes, town homes, independent living cottages, independent living apartments, assisted living units with additional memory care units, a shared services center, a daycare facility, a shared emergency services facility, a restaurant and general commercial uses. It would occupy 68 acres. Final designs are not complete. The application indicates a residential density of approximately 1.97 units per acre and a need for treatment of approximately 67,200 gallons of effluent per day (residential and commercial). All of this development is proposed to be served by public water and sewerage facilities and thus the need for the inclusion in the service area boundary and the requested S-1 priority designation.

Review of a Water and Sewerage Plan amendment at the staff level includes seeking input from other government agencies that are involved in providing the sought-after service. In this case the sewer service provider is the Washington County Division of Environmental Management (DEM) which operates and maintains the Smithsburg Wastewater Treatment Plant. Funding for treatment plant upgrades to accommodate future growth in the Town and surrounding growth area and to meet the State of Maryland's Enhanced Nutrient Removal (ENR) standards is included in the County's most recent Capital Improvements Program (CIP). The project is identified as the Smithsburg WWTP ENR upgrade. The project has a total projected budget of \$7.4 million with funding extending to FY2021. DEM remarks that the plant improvements are in the design stage now and it estimates completion of the upgrade by the end of 2021. The planned upgrade will increase the plant capacity from the current 0.33 million gallons per day (MGD) to 0.45 MGD. While there is some capacity in the treatment plant for

some new development now (131 EDUs), DEM expressed objection to the requested S-1 service priority designation because service to these parcels does not exist nor is it under construction. There are no service lines in the ground for imminent hook-up and the final designs of the proposed Cloverly development are not complete or approved. No other agencies have commented on the application.

#### ANALYSIS

The Mayor and Council of the Town of Smithsburg have requested that the Washington County Water and Sewerage Plan be amended to include 12 parcels within the service area boundary of the Smithsburg Wastewater Treatment Plant and to assign a service priority designation of S-1 indicating that public sewer service is existing or under construction.

The request for amendment to include these 12 parcels within the service area of the Smithsburg Wastewater Treatment Plant seems to be appropriate, logical and meets the intention and requirements stated in the Water and Sewerage Plan. The area is located within the recently revised Smithsburg Town Growth Area as indicated in its Comprehensive Plan. It is also located in the Town Growth Area identified in the County's Comprehensive Plan. Both plans intend for growth areas to be served by public water and sewer facilities. The Smithsburg treatment plant is the only public facility available to serve these parcels. It is stated and accepted practice and policy for land uses in growth areas to be served by public health facilities to maximize density and to gain maximum returns on the public investments in these systems. Five of the seven parcels that have dwellings on them are at or below the minimum lot size that traditionally supports on-site health facilities. The interim nature of on-site septic systems warrants inclusion of existing developed properties as a back-up plan for the future of these parcels if on-site systems fail. All of the parcels except 83, 351, 195 and 262 have recently been assigned the water service priority W-1 indicating public water service is existing. An 8-inch water line exists under the bed of Cloverly Farm Lane and provides service to the 5 dwellings on both sides of the lane and the dwelling at the end of the lane. In fact the water line also extends to Parcel 262 where it provided water to the now demolished stone house and still standing barn.

The Cloverly parcels have been annexed into the Town as intended by its municipal growth element with the clear purpose of accessing the Town's public water and sewer systems in order to achieve the density and intensity of development indicated by a proposed development plan. The Town has assigned zoning districts to allow the development as planned.

Inclusion of all 12 parcels in an expanded service area for the Smithsburg Wastewater Treatment Plant would be appropriate and consistent with Comprehensive Plans and Water and Sewerage Plan criteria.

The eligibility requirements for assignment of any of the three priority designations applicable to the timing of public service are contained in the Water and Sewerage Plan.

Eligibility for an S-5 designation requires determination of consistency with the respective Comprehensive Plan and acknowledgement by the service provider of the conceptual method of service. Where applicable, a preliminary review and analysis of a proposed development plan should be conducted. In this case, that has occurred with respect to the Cloverly proposed development but is not applicable to the remaining already developed parcels.

Eligibility for the S-3 designation includes all of those for S-5 plus acceptance by the service provider of the new facilities operating and maintenance responsibility and allocation of capacity. Approval of the expansion of the service area should be secured from the service provider, capacity should be existing or programmed and capital costs should be included in a CIP. A preliminary plat or site plan should have received approval from a Planning Commission when applicable.

Criteria to be eligible for an S-1 designation include all of those for S-5 and S-3 and the facilities should be under construction or completed.

There is no public sewer service existing to these 12 parcels and it is not under construction. No contract for construction has been approved or issued and the design of a collection system or improvements to the plant to add capacity are not complete. It is entirely appropriate for these parcels to have service area priorities indicating public service is planned or programmed in their future, but it is a fact that it does not now exist. Assigning S-1 to the area doesn't meet criteria specified in the Water and Sewerage Plan and could also have a negative impact on parcels that are now using on-site septic systems if those systems should fail and repairs or replacement is necessary.

Although the Water and Sewerage Plan's <u>Priority Classification Requirements</u> (page IV-41&42) clearly state "Individual on-lot disposal systems including alternate on-lot sewerage treatment systems shall <u>not</u> be permitted ..." <u>except</u> when a public system is inadequate or not available, recent experience has shown that agencies involved in permitting repairs or replacements have been zealous in promoting or requiring connection to a public system. In order to prevent obstacles to repairs to existing systems that may result from an S-1 designation,

it would be wise to assign the S-5 category. This would allow repair or replacement of an on-lot disposal system until a public connection is actually available. S-5 would indicate that public service is planned in the future but no concrete plans have been made. These property owners with existing dwellings or the vacant parcels would be protected from a required hook up as long as their systems operate properly.

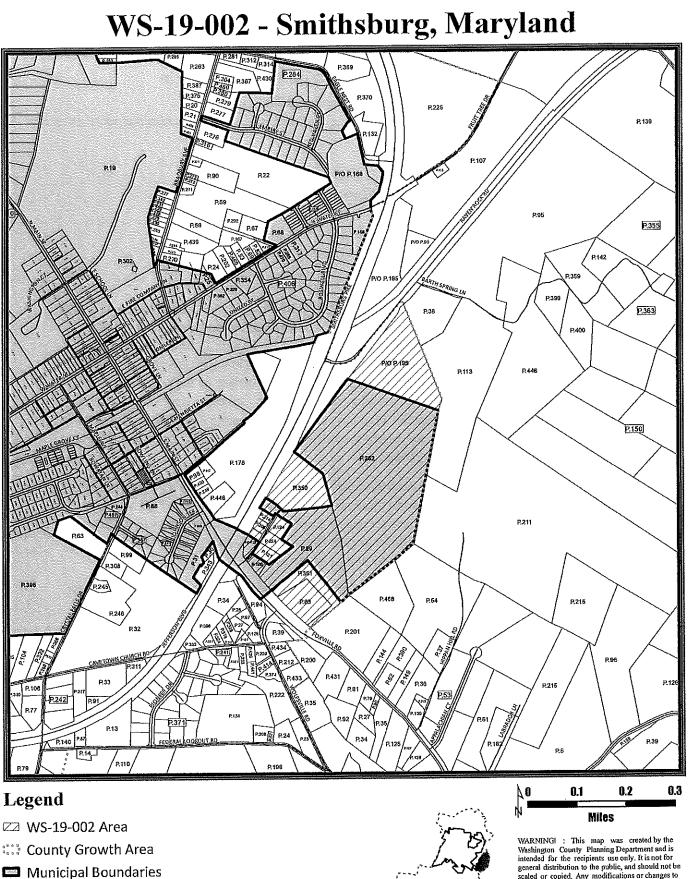
Perhaps a better arrangement for service priority designations would be to assign S-3 to the parcels proposed for development by Cloverly Hill LLC (# 29, 120 and 262). These parcels were annexed into the Town of Smithsburg in order to gain access to public health facilities and the Town has assigned zoning districts to facilitate a development proposal that it has reviewed on multiple occasions. Designs for additional capacity at the treatment plan, some of which is acknowledged to be for the proposed Cloverly development, are well underway and costs are included in the County's CIP. S-1 may not be appropriate at this time because the service is not existing or under construction but conversion to S-1 when the improvements are actually under construction would be automatic and would not require additional amendment applications from the Town or developer. S-3 indicates that connection is programmed and expected by all parties.

At this point in the analysis it is appropriate to extend service area boundaries to include all 12 parcels. Assignment of the S-3 priority designation to the three Cloverly parcels and S-5 to the remaining nine parcels appears to meet the designation criteria. Property owner and general public feedback have yet to be provided and may alter the analysis provided to date.

Respectfully submitted,

Stephen Karthil

Stephen T. Goodrich, Director Department of Planning and Zoning



WARNINGI : This map was created by the Washington County Planning Department and is intended for the recipients use only. It is not for general distribution to the public, and should not be scaled or copied. Any modifications or changes to this map are prohibited without the express prior written approval of the Plauning Department GIS. Sources of the data contained hereon are from userious nuble associate which may have list various public agencies which may have use restrictions or disclaimers.

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WS-19-002



## MAYOR AND COUNCIL

21 W. Water Street, P.O. Box 237, Smithsburg, MD 21783 Town Office: 301-824-7234 Fax: 301-824-6219 www.townofsmithsburg.org

Stephen Goodrich, Director Washington County Department of Planning and Zoning 100 W. Washington Street, Suite 2600 Hagerstown, MD 21740

Mr. Goodrich,

The Mayor and Council of the Town of Smithsburg along with the Town Planning Commission have been working with the developer of land recently annexed into the Town at the northeast quadrant of Leitersburg-Smithsburg Road (MD 64) and Wolfsville Road (MD 77). As part of these discussions with the developer, the location of the public sewer service area delineated in the 2009 Sewerage Plan for these properties appears inconsistent with the more recently adopted Plans by the County and the Town. We acknowledge that this boundary was adopted to correlate with the adopted Town Growth Area in place at the time. However, since the adoption of the 2009 Sewerage Plan both the Town (in 2012) and the County (in 2015) have reviewed the growth area boundary in this location and expanded those boundaries to include all Cloverly properties.

With these changes to the Town Growth Area Boundary in both the Town and County Comprehensive Plans, the effect is that growth is projected to these areas and that they should be served by public sewer facilities. However, the County has not yet updated the public sewer service area boundaries in the Sewerage Plan to align with these decisions. As such the service areas bisect two of the Cloverly properties designating them with a portion as S5 and a portion as S7.

This split designation is causing hindrances to the progress of the Cloverly project. For this reason, the Mayor and Council are hereby respectfully asking the County to amend the sewer service area boundaries to match those of the growth area boundary and revise the designation to S1, since the development plans are underway.

The Mayor and Council of the Town of Smithsburg thank you in advance for your prompt attention to .this matter. If you have any questions please feel free to contact our Development Coordinator Randy Dick at 301-991-3502 or by email at <u>rdick@townofsmithsburg.org</u>.

Respectfully,

Jack Kesselfing Mayor of Smithsburg

# VIII. DATA TO BE INCLUDED IN APPLICATIONS FOR AMENDMENT TO THE COUNTY PLAN

The following data, as applicable, shall be included in an application for amendment of the Water and Sewerage Plan for the creation of a new service area, expansion of an existing service and the establishment of a priority classification of S-5 or W-5 or higher.

Applications for amendment shall address the interrelationship of water supply and waste water disposal.

Applications for the establishment of new service areas or the creation of new or improved major facilities must include the following as appropriate to the project:

1. Proposed type, capacity, size and location of facilities (new or proposed for use) and map.

Mixed Use Intergenerational community with the following uses: Single Family Homes, Town Homes, Independent Living cottages, Independent Living apartments, Assisted Living units with additional Memory Care Units, Shared Services Center, Daycare Facility, Shared Emergency Services Facility, Restaurant, and General Commercial use at the northeast quadrant of Leitersburg-Smithsburg Road (MD 64) and Wolfsville Road (MD 77)

2. Name and location of development or service area (boundary, drainage area, acreage and map).

The proposed name of this development will be Cloverly and the development shall occur on lands located in the northeast quadrant of Leitersburg-Smithsburg Road (MD 64) and Wolfsville Road (MD 77). The properties have a total acreage of 68.18 acres and are in the Antietam Creek watershed drainage area.

3. Number of people (existing in drainage or service area, density of development).

Final design has not been complete however the estimated residential density of the proposed development will be approximately 1.97 units per acre. There will also be some limited commercial development and institutional uses.

4. Number of people to be served in drainage or service area by planned staged development.

Final design has not been complete so staging of development is currently unknown.

5. Design, average and peak flows.

Based on the preliminary design concept, the approximate amount of EDU usage is anticipated to be 336 EDUs. Each EDU is based on 200 gallons per day, totaling an an estimated average of 67,2000 gallons per day.

6. Degree and type of treatment given.

Treatment is handled by the Washington County Department of Water Quality. According to the 2009 Washington County Water and Sewerage Plan:

"The [Smithsburg Wastewater Treatment Plant] utilized sequence batch reactors (activated sludge process), tertiary filters and UV disinfection." (Page IV-4)

7. Sludge disposal plans.

According to the 2009 Washington County Water and Sewerage Plan, "Sludge generated at this WwTP is transported and processed at the Conococheague WwTP." (Page IV-4)

8. Transmission facilities (size of pipe).

Final design of development and infrastructure has not been completed, therefore, size of transmission and utilities has not been determined at this time.

9. Effluent disposal plans (spray irrigation, discharge to stream, etc.).

According to the 2009 Washington County Water and Sewerage Plan, "Effluent is discharged into the Little Grove Creek." (Page IV-5)

10. Classification of stream receiving discharge.

Little Grove Creek is a tributary of Antietam Creek. The Antietam Creek has a recreational water classification of III-P.

11. Operation and maintenance costs.

N/A.

12. Proposed means of financing improvement.

Extension of services will be provided through developer direct cost of construction.

13. Description of ground and surface water resources within the service or development area, including the quantity and quality of these resources.

There are no ground or surface water resources within the development area.

14. Sources of pollution or contamination of groundwater resources within the development or service area.

N/A. There are no ground or surface water resources within the development area.

15. Source and amount of water to be withdrawn.

The properties currently have public water service from the Town of Smithsburg.

16. Relationship to Comprehensive Plan.

The change in service area designation would be consistent with recent changes to both the County and Town growth area boundary changes. See #18 below.

17. Relationship to Water and Sewer Plan.

The proposed change in service area is consistent with the policies of the Water and Sewer Plan. Table 11 on page IV-28 of the Water and Sewerage Plan outlines immediate five- and ten-year priorities for sewerage development. According to the table, the Smithsburg WwTP is listed as priority to expand capacity and upgrade to ENR technology. This clearly indicates the intent of future growth within the Smithsburg growth area.

#### 18. Reason for change.

The location of the public sewer service area delineated in the 2009 Sewerage Plan for these properties appears inconsistent with the more recently adopted Plans by the County and the Town. We acknowledge that this boundary was adopted to correlate with the adopted Town Growth Area in place at the time. However, since the adoption of the 2009 Sewerage Plan both the Town (in 2012) and the County (in 2015) have reviewed the growth area boundary in this location and expanded those boundaries to include all of the Cloverly property.

With these changes to the Town Growth Area Boundary in both the Town and County Comprehensive Plans, the effect is that growth is projected to these areas and that they should be served by public sewer facilities. However, the County has not yet updated the public sewer service area boundaries in the Sewerage Plan to align with these decisions. As such the service area bisects the Cloverly development designating as S5 and as S7.

This split designation is causing hindrances to the progress of the Cloverly project. For this reason, the Mayor and Council are hereby respectfully asking the County to amend the sewer service area boundaries to match those of the growth area boundary and revise the designation to S1, since the development plans are underway.

19. Alternatives and the rationale used in determining the means of providing water supply.

N/A. Property will be served by public water.

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20. Rationale for selecting a particular design and alternatives for any proposed treatment facility, pumping station or interceptor.

Final design has not been complete. All necessary improvements and/or extensions to collection systems will be completed in accordance with all County and/or Town of Smithsburg engineering requirements.

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DEPARTMENT OF PLANNING & ZONING COMPREHENSIVE PLANNING | LAND PRESERVATION | FOREST CONSERVATION | GIS September 17, 2019 WS-19-002

## APPLICATION FOR AMENDMENT TO THE WASHINGTON COUNTY WATER AND SEWERAGE PLAN PLANNING COMMISSION RECOMMENDATION

The Mayor and Council of the Town of Smithsburg have requested an amendment to the Washington County Water & Sewerage Plan for 12 parcels located in the east quadrant of the intersection of MD Routes 64 and 77. The request for amendment is to include the 12 parcels [three of which have recently been annexed into the Town of Smithsburg (P. 29, 120, 262)] within the service area of the Smithsburg Wastewater Treatment Plant and to assign a service priority designation of S-1 (Sewerage Service Existing or Under Construction) to these parcels.

The Planning Commission held a public information meeting on Monday, August 5, 2019. Staff provided a presentation of the application. Staff noted that it is appropriate and desirable for all 12 parcels to be included within the service area boundary of the Smithsburg Wastewater Treatment Plant because all are included within Smithsburg's and Washington County's designated growth areas.

The Planning staff report indicates that none of the 12 parcels meet the Water & Sewerage Plan criteria to be assigned the S-1, Existing Service priority designation. Public sewer service does not exist to these parcels nor is it under construction. Staff recommended an alternative to assign the S-3, Programmed Service priority designation to the three parcels annexed into the Town of Smithsburg. The remaining parcels were recommended to receive the S-5 planned service priority designation.

The Washington County Planning Commission took action at its regular meeting on September 9, 2019 to recommend to the Board of County Commissioners that the service area boundary be expanded to include the 12 parcels noted in the application and the S-3 and S-5 priority service designation as recommended by Staff. The Commission's action was based upon a determination that the request is consistent with the goals and policies of the adopted Comprehensive Plan and the adopted Water and Sewerage Plan of Washington County.

Copies of the application, staff report and minutes of the August 5, 2019 and unapproved minutes of the September 9, 2019 Planning Commission meetings are attached.

Respectfully submitted, Coole

Stephen T. Goodrich, Director Washington County Department of Planning & Zoning

STG/dse Attachments cc: Kirk Downey

100 West Washington Street , Suite 2600 | Hagerstown, MD 21740 | P: 240.313.2430 | F: 240.313.2431 | TDD: 7-1-1

## WWW.WASHCO-MD.NET



#### Agenda Report Form

Open Session Item

**SUBJECT:** Minimum Wage Analysis

PRESENTATION DATE: October 15, 2019

PRESENTATION BY: Sara Greaves, Chief Financial Officer

**RECOMMENDED MOTION:** For consideration to establish an approach for the FY2021 budget and future years.

**REPORT-IN-BRIEF:** Commissioner Meinelschmidt requested the County's plan of action to address the minimum wage legislation through FY2025. County personnel have prepared options for consideration.

**DISCUSSION:** The current minimum wage is \$10.10 per hour. Maryland law makers passed legislation to raise minimum wage to \$15 per hour by 2025 through incremental yearly increases.

#### **Current legislation**

Below is the required minimum wage changes per Maryland legislation. \$10.10 Current \$11 on Jan. 1, 2020, 13% increase \$11.75 on Jan. 1, 2021, 7% increase \$12.50 on Jan. 1, 2022, 6% increase \$13.25 on Jan. 1, 2023, 6% increase \$14 on Jan. 1, 2024, 6% increase \$15 on Jan. 1, 2025, 7% increase

Option 1 – Increase entire scale by 49% Estimated Cost - \$30 million Recommended – No

Option 2 – Create new scale and restructure employee classifications Estimated Cost - \$10-15M Recommended – No

Option 3 – Move employees to closest step on scale who fall below stated minimum wage Estimated Cost - \$2M Recommended – For discussion

Option 4 – Provide annual COLA's of 2% to increase entire scale; plus, over the five year period phase out Grades 4 and 5. Estimated Cost - \$8.75M Recommended – For discussion Washington County's median household income is \$58,260. Therefore, how other counties react to the minimum wage legislation may be very different than the impact it has on our county. The County looks to thoughtfully consider this impact and what it means for our employees. Hopefully, the options presented above provide a base for discussion and consideration.

FISCAL IMPACT: Variable

**CONCURRENCES:** N/A

**ALTERNATIVES:** N/A

ATTACHMENTS: Wage scale changes applicable to Option 3

AUDIO/VISUAL NEEDS: None

Washington County Government FY 2020 Salary Scale 7/1/2014

 
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	19.51	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20	23.78	24.37	24.98	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19
6	37,565	37,565	38,501	39,458	40,435	41,454	42,494	43,555	44,637	45,760	46,904	48,069	49,275	50,502	61,771	63,061	54,392	65,744	67,138	58,573	60,029
	18.06	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47	28.16	28.86
8	34,798	34,798	35,672	36,566	37,482	38,418	39,374	40,352	41,371	42,411	43,472	44,554	45,677	46,821	47,986	49,192	50,419	51,688	52,978	54,309	55,661
1000 1000 1000 1000 1000 1000 1000 100	16.73	16.73	17.15	17.58	18.02	18.47	18.93	19.40	19.89	20.39	20.90	21.42	21.96	22.51	23.07	23.65	24.24	24.85	25.47	26.11	20./0
	92,279	SZ,22	33,030	<b>33,852</b>	34,/15	20,000	30,405	31,538	50,024 10,10	10 00	40,403	41,201	100,24	1002'24	1004,44	100,04	00000	41,001	101 50	407'NC	24-C,1 C
State of the state	208 00	3 <b>G</b> 32324	30 576	34 246	22 126	20 047	22 770	24 632	AK KOK	SC ANN	37 346	38 251	30 208	AD 186	41 184	42.224	43.286	44 366	46 469	A6.613	47.778
	14 34		14 70	15.07	15 45	15.84	16.24	16.65	17.07	17.50	17.94	18.39	18.85	19.32	19.80	20.30	20.81	21.33	21.86	22.41	22.97
10	27.622	23	28.309	29.016	29.744	30.493	31.262	32.053	32.864	33.696	34,549	35,422	36,317	37,232	38,168	39,126	40,102	41,101	42,120	43,181	44,262
	13.28		13.61	13.95	14.30	14.66	15.03	15.41	15.80	16.20	16.61	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28
4	25.563	25.563	26,208	26.874	27,539	28,226	28,933	29,661	30,410	31,179	31,949	32,739	33,550	34,382	35,235	36,109	37,003	37,918	38,875	39,853	40,851
	12.29	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.62	14.99	15.36	15.74	16.13	16.53	16.94	17.36	17.79	18.23	18.69	19.16	19.64
3	23,691	23,691	24,274	24,877	25,501	26,146	26,790	27,456	28,142	28,850	29,578	30,326	31,075	31,845	32,635	33,446	34,278	35,131	36,005	36,899	37,814
	11.39	11.39	11.67	11.96	12.26	12.57	12.88	13.20	13.53	13.87	14.22	14.58	14.94	15.31	15.69	16.08	16.48	16.89	17.31	17.74	18.18
2	21,923		ŝ.	23,026	23,608	24,190	24,794	25,418	26,062	26,707	27,373	28,059	28,766	29,494	30,222	30,971	31,741	32,631	33,342	34,174	35,027
	10.54			11.07	11.35	11.63	. 11.92	12.22	12.53	12.84	13.16	13.49	13.83	14.18	14.53	14.89	15.26	15.64	16.03	16.43	16.84
	20,301	I. S.	Support of the second second			-1612	22,963	23,646	24,128	24,731	26,355	26,979	26,624	27,290	27,976	28,683	29,390	30,118	30,867	31,637	32,427
	9.76	84.6	11. S.				11.04	11.32	11.60	11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59

Washington County Government FY 2020 Salary Scale

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GRADE							ç	~		σ	10	Ŧ				;	ę	17	ç	40	
		-	7		4	5	,	-	×	,			12	13	14	15	16	+	18	2	20
	Prior Base	Base	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5% -	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%	+ 2.5%
22	102,190	102,190	104,749	107,370	110,053	112,798	115,627		121,472	124,509	127,629	130,811	134,077	137,426	140,858	144,373	147,992	151,694	155,480	159,370	163,363
	49.13	49.13	50.36	51.62		54.23	55.59	56.98	58.40	59.86	-		64.46	66.07	67.72	69.41	71.15	72.93	74.75	76.62	78.54
21	94,619	94,619	96,990	99,424	101,920	104,478	107,099		112,628	115,336	118,227	121,181	124,218	127,317	130,499	133,765	137,114	140,546	144,061	147,659	151,341
	45.49	45.49	46.63	47.80	49.00	50.23	51.49	52.78	54.10	55.45	56.84	58.26	59.72	61.21	62.74	64.31	65.92	67.57	69.26		72.76
20	87,589	87,589	89,773	92,019	94,328	96,678	99,091	101,666	104,104	106,704	109,366	1990 1990	114,899	117,770	120,723	123,739	126,838	130,000	133,245	136,673	139,984
	42.11	42.11	43.16	44.24	45.35	46.48	-			51.30		53.89	55.24	56.62	58.04	59.49	60.98	62.50	64.06	65.66	67.30
19	81,120	81,120	83,158	85,238	87,360	89,544	91,790	94,078	96,429	98,842	101,317	103,854	106,454	109,117	111,842	114,629	117,499	120,432	123,448	126,526	129,688
	39.00	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.93	51.18	52.46	53.77	55.11	56.49	57.90	59.35	60.83	62.35
18	75,088	75,088	76,960	78,894	80,870	82,888	84,968	87,090	89,274	91,499	93,787	96,138	98,550	101,005	103,522	106,101	108,763	111,488	114,275	117,125	120,058
	36.10	36.10	37.00	37.93	38.88	39.85	40.85	41.87	42.92	43.99	45.09	46.22	47.38	48.56	49.77	51.01	52.29	53.60	54.94	56.31	57.72
17	69,534	69,534	71,282	73,070	74,901	76,773	78,686	80,662	82,680	84,739	86,861	89,024	91,260	93,538	95,867	98,269	100,714	103,230	105,810	108,451	111,165
	33.43	33.43	34.27	35.13	36.01	36.91	37.83	38.78	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	49.63	50.87		53.44
10 10 10 10 10 10 10 10 10 10 10 10 10 1	64,397	64,397	65,998	67,642	69,326	71,053	72,821	74,651	76,523	78,437	80,392	82,410	84,469	86,590	88,754	90,979	93,246	95,576	97,968	100,422	102,939
	30.96	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49
15	59,634	59,634	61.131	62,650	64.210	65.811	67,454	69,139	70,866	72,634	74,443	76,294	78,208	80,163	82,160	84,219	86,320	88,483	90,688	92,955	95,285
	28.67	28.67	29.39	30.12	30.87	31.64	32.43	33.24	34.07	34.92	35.79	36.68	37.60	38.54	39.50	40.49	41.50	42.54	43.60	44.69	45.81
14	55.203	Ĩ	56.576	57.990	59.446	60.923	62.442	64.002	65.603	67.246	68.931	70.658	72.426	74.235	76.086	77.979	79.934	81.931	83,970	86,070	88,213
	26.54	8	27.20	27.88	28.58	29.29	30.02	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58		38.43	39,39	40.37	41.38	42.41
13	51,106	51,106	52,374	53,685	55,037	56.410	67,824	59,280	60,757	62,275	63,835	66,437	67,080	68,765	70,491	72,259	74,069	76,920	77,813	79,768	81,765
	24.57	24.57	25.18	25.81	26.46	27.12	27.80	28.50	29.21	29.94	30.69	31.46	32.25	33.06	33.89	34.74	35.61	36.50	37.41	38.35	39.31
12	47,341	47,341	48,526	49,733	50,981	52,250	53,560	54,891	56,264	57,678	59,114	60,590	62,109	63,669	65,270	66,893	68,557	70,262	72,010	73,819	75,670
	22.76	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05	27.73	28.42	29.13	29.86	30.61	31.38	32.16	32.96	33.78	34.62	35.49	36,38
11	43,826	43,826	44,928	46,051	47,195	48,381	49,587	50,835	52,104	53,414	54,746	56,118	57,512	58,947	60,424	61,942	63,482	65,062	66,685	68,349	70,054
	21.07	21.07	21.60	22.14	22.69	23.26	23.84	24.44	25.05	25.68	26.32	26.98	27.65	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68
01	40,581	40,581	41,600	42,640	43,701	44,803	45,926	47,070	48,266	49,462	60,690	61,958	53,248	64,579	55,952	67,346	58,781	60,268	61,755	63,294	64,875
	19.51	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20	23.78	24.37	24.98	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19
6	37,565	37,565	38,501	39,458	40,435	41,454	42,494	43,555	44,637	45,760	46,904	48,069	49,275	60,502	61,771	63,061	54,392	65,744	67,138	58,673	60,029
	18.06	18.06	18.51	18.97	19.44	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47	28.16	28.86
8	34,798	34,798	35,672	36,566	37,482	38,418	39,374	40,352	41,371	42,411	43,472	44,554	45,677	46,821	47,986	49,192	50,419	51,688	52,978	54,309	55,661
	16.73	16.73	17.15	17.58	18.02	18.47	18.93	19.40	19.89	20.39	20.90	21.42	21.96	22.51	23.07	23.65	24.24	24.85	25.47	26.11	26.76
7	32,219	32,219	33,030	33,862	34,715	35,589	36,483	37,398	38,334	39,291	40,269	41,267	42,307	43,368	44,450	45,552	46,696	47,861	49,067	50,294	51,542
	15.49	15.49	15.88	16.28	16.69	17.11	17.54	17.98	18.43	18.89	19.36	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78
9	29,827	29,827	30,576	31,346	32,136	32,947	33,779	34,632	35,506	36,400	37,316	38,251	39,208	40,186	41,184	42,224	43,285	44,355	45,469	46,613	47,778
	14.34	14.34	14.70	15.07	15.45	15.84	16.24	16.65	17.07	17.50	17.94	18.39	18.85	19.32	19.80	20.30	20.81	21.33	21.86	22.41	22.97
9	27,622	27,622	28,309	29,016	29,744	30,493	31,262	32,053	32,864	33,696	34,549	36,422	36,317	37,232	38,168	39,126	40,102	41,101	42,120	43,181	44,262
	13.28	13.28	13.61	13.95	14.30	14.66	15.03	15.41	15.80	16.20	16.61	17.03	17.46	17.90	18.35	18.81	19.28	19.76	20.25	20.76	21.28
4	25,563	25,563	26,208	26,874	27,539	28,226	28,933	29,661	30,410	31,179	31,949	32,739	33,550	34,382	35,235	36,109	37,003	37,918	38,875	39,853	40,851
	12.29	12.29	12.60	12.92	13.24	13.57	13.91	14.26	14.62	14.99	15.36	15.74	16.13	16.53	16.94	17.36	17.79	18.23	18.69	19.16	19.64
9	23,691			24,877	25,501	26,146	26,790	27,456	28,142	28,850	29,578	30,326	31,075	31,845	32,635	33,446	34,278	35,131	36,005	36,899	37,814
	11.39			11.96	12.26	12.57	12.88	13.20	13.53	13.87	14.22	14.58	14.94	15.31	15.69	16.08	16.48	16.89	17.31	17.74	18.18
2	21,923						24,794	25,418	26,062	26,707	27,373	28,059	28,766	29,494	30,222	30,971	31,741	32,631	33,342	34,174	35,027
	10.54				and a second	1	.11.92	12.22	12.53	12.84	13.16	13.49	13.83	14.18	14.53	14.89	15.26	15.64	16.03	16.43	16.84
1.000	20,301	<b>March</b> 101								24,731	25,355	26,979	26,624	27,290	27,976	28,683	29,390	30,118	30,867	31,637	32,427
	9.76									11.89	12.19	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59

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Washington County Government FY 2020 Salary Scale

22		20	+2.5%			151,341		135		120	10	120	27./C	<u> </u>	102		95,285		88,213	191100	50			36.38		64,875		9	20.00	0	5		47,778	18.22 AA 767		40,851		37,814		35	16.84	
11/22		19	+2.5%	159.370		147,659	70.99	136,573		126	i i		10.00	3	100,422		92,955		86,070	100000			2	35.49	1000	3	and the second	83	01.02		50,294		46,613	42.41		36	19.16	36,899		Š	16.43	
12,58		18	+ 2.5%	155.480	74.75	144,061	69.26	133,245	64.06	123,448	59.35	114,275	105 D10	50.87	97		90,688	43.60	83,970	40.37	77,813	0.000		34.62		61	in the second	67	14.12	25.47	49,067		45,469	00.12 00.12	20.25	38,875	18.69	36,005		33	16.03	
 -		17	+ 2.5%	151,694	72.93	140,546	67.57	130,000	62.50	120,432	57.90	111,488	103.50	49.63	95,576	45.95	88,483	42.54	81,931	39.39	75,920	36.50	70,262	33.78	31.28	60,268	28.97	65,744	20.00	24.85	47,861	23.01	44,366	21.33	19.76	37,918	18.23	35,131	16.89	32,531	20 440	14.48
		16	+2.5%	147.992	71.15	137,114	65.92	126,838	60.98	117,499	56.49	108,763	87.26	48.42	93,246	44.83	86,320	41.50	79,934	38.43	74,069	35.61	68,557	32.96 27 AD7	30.52	58,781	28.26	54,392	CI.02	24.24	46,696	22.45	43,285	CU1-02	19.28	37,003	17.79	34,278	16.48	31,741	15.26	14.13
		15	+2.5%	144.373	69.41	133,765	64.31	123,739	59.49	114,629	55.11	106,101	00.10	47.24	90,979	43.74	84,219	40.49	77,979	37.49	72,269	34.74	66,893	32.16	29.78	67,346	27.57	63,061	COP UP	23.65	45,552	21.90	42,224	20.3U	18.81	36,109	17.36	33,446	16.08	30,971	14.89	13.79
		14	+ 2.5%	140.858	67.72	130,499	62.74	120,723	58,04	111,842	53.77	103,522	02 022	46.09	88,754	42.67	82,160	39.50	76,086	36.58	70,491	33.89	65,270	31.38	29.05	65,952	26.90	61,774	20.42	23.07	44,450	21.37	41,184	28 468	18.35	35,235	16.94	32,635	15.69	30,222	14.53	13.45
		13	+ 2.5%	137.426	66.07	127,317	61.21	117,770	56.62	109,117	52.46	101,005	48.30	44.97	86,590	41.63	80,163	38.54	74,235	35.69	68,765	33.06	63,669	30.61	28.34	64,679	26.24	50,50Z	24.20	22.51	43,368	20.85	40,186	32.97	17.90	34,382	16.53	31,845	15.31	29,494	14.18	13.12
		12	+ 2.5%	134.077	64.46	124,218	59.72	114,899	55.24	106,454	51.18	98,550	01 7EN	43.87	84,469	40.61	78,208	37.60	72,426	34.82	67,080	32.25	62,109	29.86 E7 E49	27.65	53,248	25.60	49,275	20.02	21.96	42,307	20.34	39,208	36.317	17.46	33,550	16.13	31,075	14.94	28,766	13.83	12.80
ment	Ь	1	+ 2.5%	130.811	62.89	121,181	58.26	112,091	53.89	103,854	49.93	96,138	40.22 DO DO A	42.80	82,410	39.62	76,294	36.68	70,658	33.97	66,437	31.46	60,590	29.13	26.98	61,958	24.98	48,069	23.11	21.42	41,267	19.84	38,251	35 422	17.03	32,739	15.74	30,326	14.58	28,059	13.49	
Washington County Government FY 2020 Salary Scale 7/1/2019	STEP	10	+ 2.5%	6		118,227		109,366			48.71	93,787	45.US	41.76	80,392	38.65	74,443	35.79	68,931	33.14	63,835	30.69	59,114	28.42 EA 745	26.32	60,690	24.37	46,904	CC.22	20.90	40,269	19.36	37,316	34 540	16.61	31,949	15.36	29,578	14.22	27,373	13.16	
ington County Goverr FY 2020 Salary Scale 7/1/2019		6	+ 2.5%	6		115,336		106,704	51.30		47.52	91,499	43.99 04 790	40.74	78,437	37.71	72,634	34.92	67,246	32.33	62,275	29.94	57,678	27.73	25.68	49,462	23.78	45,760	N0.22	20.39	39,291	18.89	36,400	10.00 22	16.20	31,179	14.99	28,850	13.87	26,707	12.841	
shingtoi FY 20		8	+2.5%	2		112,628		104,104	50.05	96,429	46.36	89,274	D9 C00	39.75	76,523	36.79	70,866	34.07	66,603	31.54	60,757	29.21	56,264	27.05	25.05	48,256	23.20	44,637	21.40	19.89	38,334	18.43	35,606	11.0/	15.80	30,410	14.62	28,142	13.53	26,062	12.531	
Wa	а.) -	7	+ 2.5%	8		09,782		101,566	48.83	94,078	45.23	87,090	41.8/	38.78	74,651	35.89	69,139	33.24	64,002	30.77	59,280	28.50	54,891	26.39 ED 97E	24.44	47,070	22.63	43,555	20.34	19.40	37,398	17.98	34,632	30 053	15.41	29,661	14.26	27,456	13.20			
		9	+ 2.5%	115,627		107,099 1		99,091	47.64	91,790	44.13	84,968	70 696	37.83	72,821	35.01	67,454	32.43	62,442	30.02	67,824	27.80	53,560	25.75	23.84			42,494	20.974	18.93	36,483	17.54	33,779	24 262	15.03	28,933	13.91	26,790	12 BB			
		2	+25% +	8		104,478 1		96,678	46,48	89,544	metaa c		54.45				65,811		60,923	29.29	56,410	2002-821.uv		25.12			21.54	41,454	0.44.04		35,589		32,947	30 403		28,226	13.57	26,146	12.571			
•		4	+ 2.5% +	52		101,920 1		94,328	45.35		21112020		30.00				64,210	30.87	<b>59,446</b>	1950001		10.000		24.51 47 405			and a second		13,44	18.02	34,715	16.69	32,136	00 744		27,539	13.24					
		<del>г</del>	+ 2.5% +	2		99,424 1		92,019			100.000		01.93 72 070		67,642	32.52	62,650	30.12	57,990	an surger		2010		23.91	1000	42,640	20.50	39,458	10.9/ 20 000	17.58	33,862			70.61		26,874	12.92					
		7	+ 2.5% +	6		96,990		89,773			2012/2012		00.76				61,131	29.39	56,576	(California)				23.33 AA 070					10.01		33,030			78 209		26,208	12.60					
		-	Base +	0		94,619		87,589			2010/02		30.1U				59,634	28.67	66,203	alla series				22.76					00.01	1990	32,219			7 625		影						
	0.0%		Prior Base B	1888		94,619		87,589 8			120028		30.1U				59,634	28.67				1. New York		22.76 13 936					00.01		32,219			07 K00		25,563	12.29	23,691	11.39	21,923	10.64 20 201	9.76
ſ.		ЭE	Prio								2010/00/00/00/00/00/00/00/00/00/00/00/00/																Anno 10 Dennes - Anno 10 Dennes															
Ĵ		GRADE		22		21		20		19		9	<b>C F S S S S S S S S S S</b>	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	State 16		(%) (12)		14		26		12			10		Ð	0		12		9	4		4		3		2		

FURORR

		20		+ 2.5%	163,363	78.54	151,341	72.76	139,984	67.30	129,688	62.35	120,058	57.72	111,165	53.44	102,939	49.49	95,285	45.81	88,213	42.41	81,765	39.31	75,670	36.38	70,054	33.68	64,875	31.19	60,029	28.00	26.76	51,542	24.78	47,778	22.97	44,262	21.28	40,851	19.64	37,814	18.18	35,027	16.84	32,427	15.59
1.123		19	2	+ 2.5%	159,370	76.62	147,659	70.99	136,573	65.66	126,526		117,125		108,451		100,422	48.28	92,955	44.69	86,070	41.38	79,768	38.35	73,819	35.49	68,349	32.86	63,294	30.43	50,013	EA 200	26.11	50,294	24.18	46,613	22.41	43,181	20.76	39,853	19.16	36,899	17.74	34,174	16.43	31,637	15.21
		18		+ 2.5%	155,480	74.75	144,061	69.26	133,245	64.06	123,448	59.35	114,275	54.94	105,810	50.87	97,968	47.10	90,688	43.60	83,970	40.37	77,813	37.41	72,010	34.62	66,685	32.06	61,755	29.69	1138	14.12 ATO C3	25.47	49,067	23.59	45,469	21.86	42,120	20.25	38,875	18.69	36,005	17.31	33,342	16.03	30,867	14.84
13, 25		17		+ 2.5%	151,694	72.93	140,546	67.57	130,000	62.50	120,432	57.90	111,488	53.60	103,230	49.63	95,576	45.95	88,483	42.54	81,931	39.39	75,920	36.50	70,262	33.78	65,062	31.28	60,268	28.97	00,744	20.02	24.85	47,861	23.01	44,366	21.33	41,101	19.76	37,918	18.23	35,131	16.89	32,631	15.64	30,118	14.45
رهند		16		+ 2.5%	147,992	71.15	137,114	65.92	126,838	60.98	117,499	56.49	108,763		100,714	48.42	93,246	44.83	86,320	41.50	79,934		2		33	32.96	63,482		33	28.26	24,332	CI.02	24.24	46,696		43,285		40,102		37,003	17.79	34,278	16.48	31,741	02012030	22	14.13
		15		+ 2.5%	144,373	69.41	133,765		123,739		114,629		106,101		98,259		90,979	43.74	84,219	40.49	77,979		72		8		20		6	1000	2	10.02		45,552		42,224		39,125		36,109		33	16.08	30	0000000	28	13.79
		14		+ 2.5%	140,858	67.72	130,499		120,723		111,842		103,522		95,867		8		82,160		76,086		70		3		3		2	Contraction of the		A7 ORC		44,450		41,184		38,168		3		32		2	155124000	27,976	13.45
		13		+ 2.5%	137,426		127,317		117,770		109,117		101,005		93,538		8		8		74,236		39		8		28		20	26.24		02.42		43,368		40,186		37,232		ž		31		23	14.18		
		12	!	+ 2.5%	134,077		124,218		114,899		106,454		98,550		91,260		84		1 78,208		3 72,426		5		3		5		5	- Martine	7	1 AE 677		1 42,307		39,208		2 36,317		33,550		31		2	9 13.83		
ernment	STFP	÷		+ 2.5%	130,811		7 121,181		5 112,091		7 103,854		7 96,138		1 89,024		.2		3 78,294		1 70,658		99		39		26	1	6	1000	40,003		1011	9 41,267		5 38,251		9 36,422		9 32,739		ä		28,059	13.49		
Washington County Government FY 2020 Salary Scale 7/1/2010		10		+ 2.5%	9 127,629	1	6 118,227	1	4 109,366		2 101,317		9 93,787		9 86,861		8		4 74,443		6 68,931		63	1000	22		4 54,746	10000	3	8 24.37		- <b>F</b> (2010)	0.1047	1 40,269	19.36	0 37,316		34		31		2	17 14.22				
gton County 2020 Salary 7/12010	71111	6		+ 2.5%	2 124,509		8 115,336		4 106,704		9 98,842		4 91,499		0 84,739		2		11/12		67		62		2		3		4	1000	100,100	X	123.034	4 39,291	18.89	6 36,400		4 33,696		ē		2	53 13.87			i.	
Washinç F)		8		+ 2.5%	8 121,472		2 112,628		6 104,104		8 96,429		0 89,274		82		76		9 70,866		2 65,603		99		1 56,264		53	100.00	4	23.20				8 38,334	38 18.43	2 35,606		32		1 30,410		28,142	13.53				
		2		+ 2.5%	27 118,518		109,782		101,566		6		8		8		2		65		12 64,002		19		ی آ	100	Q		Ŧ	08 22.63		(King)		33 37,398		3.		č		2č	91 14.26						
		9		+ 2.5%	115,627		107,099		78 99,091		14 91,790		38 84,968		73 78,686		~		11 67,454		23 62,442		6		ić		¥		4	1000	47,424	20		39 36,483	11 17.54	17 33,779		31		8	57 13.91						
		5			53 112,798		20 104,478		28 96,678		50 89,544		.8		7				10 65,811		46 60,923		3	10000	2		Ŧ		4	2010	4041404	1213/0		15 35,589		<b>1</b> 11132		44 30,493		28,226	13.57						
		4			70 110,053		24 101,920		19 94,328		8		94 80,870		77		65		50 64,210		90 59,446		Ö	102	2			000000	Ť	1000	1004 400			62 34,715		32		ñ	13.95 14.30		and the second sec						
		8			49 107,370		90 99,424		73 92,019		8	_	60 78,894		1		6		31 62,650		76 57,990		6		4	00700	4		4	1 CANNER		36		30 33,862		31		09 29,016	13.61 13		- 199 						a demonstra
		2		+ 2.5%	90 104,749		19 96,990		89 89,773		8.		88 76,960		-1		39		34 61,131		03 56,576		23		8		4	110XVII	4	ANSW -		12 Million		19 33,030		27 30,576		22 28,309	13.28 13							tructul Provide State State	Lines of Sing Attention
		-			102,190		519 <b>94,619</b>		589 87,589		8		<u>91</u>		39		õ		534 59,634		30		5	0.000	4	100	7	2005	\$	- C. (1997) - 19		15		219 32,219		28		27		563	12.29	591	11.39	323	-to-		9./6
	%U U			Prior Base	102,190	45	94,619	45	87,589	.4	81,120	ñ	75,088	Ř	69,534	8	64,397	ř	59,634	5	55,203	ž	51,106	2	47,341	5	43,826	N N	40,581	19.51		34 798	1	32,219	11	29,827	4	27,622	÷	25,563		23,691	÷	21,923			
		GRADE			22		(1) 21 But		20		19		18		17		16		15		14		13		12	add and the second s	FL.	northe the second second	06		D	a		1.000		9		9	-	4		R		7			

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			20	+ 2.5%	163,363	78.54	161,341	72.76	139,984	67.30	62.35	120,058	57.72	111,155	53.44	07 07 07	0E 28E	45.81	88,213	42.41	81,765	39.31	75,670	36.38	33.68	64,875	31.19	60,029	28.86	26.76	51,542	24.78	47,778	22.97	44,262	21.28 AD 864	19.64	37,814	18.18	35,027	16.84	<b>32,427</b> 15.59
227	124		19	+2.5%	0	1	200		136,573	65.66	60.83	117,125	56.31	108,461	52.14	100,422	02.0F	44.69	86,070	41.38	79,768	38.35	73,819	35.49	32.86	63,294	30.43	58,673	28.16	26.11	50,294	24.18	46,613	22.41	43,181	20.76 20 862	19.16	36,899	17.74	34,174	16.43	31,637 15.21
FYRUAL	BH 111/24		18	+ 2.5%	155,480	74.75	144,061	69.26	133,245	64.05 4 2 3 4 3 0	59.35	114,275	54.94	105,810	50.87	0005'JR	OL CRR	43.60	83,970	40.37	77,813	37.41	72,010	34.62 EE EOE	32.06	61,755	29.69	67,138	27.47	25.47	49,067	23.59	45,469	21.86	42,120	20.25	18.69	36,005	17.31	33,342	16.03	<b>30,867</b> 14.84
	J D		17	+2.5%	151,694	72.93	140,546	67.57	130,000	62.50	57.90	111,488	53.60	103,230	49.63	30,05	28 482	42.54	81,931	39.39	75,920	36.50	70,262	33.78 ce neo	31.28	60,268	28.97	65,744	26.80	24.85	47,861	23.01	44,366	21.33	41,101	19.76 27 019	18.23	35,131	16.89	32,631	Services.	30,118 14.48
		-	16	+2.5%	147,992	71.15	137,114	65.92	126,838	60.98	56.49	108,763	52.29	100,714	48.42	33,240	26	8	L		74	35.61	68,557	32.96	30.52	58		64,392	26.15	24.24	46	22.45	43,285	TAXABLE IN CONTRACT	4	19.28	17.79	34,278		31,741	15.26	29,390
			15	+ 2.5%			133		123	59.49	22 Car	106,101	51.01	96	47.24		8		12		2.L.	34.74	66,893	32.16		67		63,061	25.51		45		42,224	Contractor of	8	18.81 26 100		33,446		30	14.89	
			14	+ 2.5%	1998	L	13(		120	58.04	ŝ.	103,522	49.77	96	46.09		9	10/0	7		20		39	31.38	3. 22	65		61,771	24.89		¥		41,184	TAXES I	38	18.35 35 325	1967	32		30	14.53	
			13	+ 2.5%	138	<u> </u>	127,317		211	56.62	2	101,005	1	6	44.97		2		77		68,765		8	30.61		64		50,502	24.28		4		40,186	Control of	37	06.71 30 17.90		31		29	14.18	
			12	+ 2.5%	长	<u> </u>	12		114,899	9 55.24	8	1 98,550		-6	dillo	104'403	7.	10102	12		67		62	29.86		53		49	23.69		42		39	Country of the	Be	3 17.46		31				
	rnment le	STEP	÷	+ 2.5%			121,181		112	5 402 054	2	7 96,138		85	of the second	5 021410	7.	ALC BUS	70		<u>6</u>		3	29.13 29.13		<b>1</b> 9		4 48,069	5 23.11	20 20 20	41		5 38,251	00000	36	17.03		30				
	nty Gove lary Scal 019	S.	9	+2.5%			IF LY		50 F	52.58	8	93,787		38		1 00,034	に濃淡		68		3		55	3 28.42		60		46	22.55		40		0 37,316	1722.40	2	0 71 040		29,578	14.22		- 5.7 S.	
	Washington County Government FY 2020 Salary Scale 7/1/2019		6	+2.5%			8 115,336	÷ .	106	5 51.30		4 91,499		84	1000	0 101-101	57		67		62		4 57,678	5 21.73		49		7 45,760	6 22.00		39		6 36,400	control (1)	233	0 76.20	1					- the second
	Washing FY		œ	+ 2.5%	-	L	112		104	30.05 20.05	100	0 89,274	7 42.92	2 82,680	ACTIVITY OF	0 26,020	77		65		60		1 56,264	27.05		48		4	21.46		38		2 35,606	Att Street	32	15.80		•				-
			7	+ 2.5%		56.98	109		10	0 01 070	1940) (A	8 87,090		8	33 38.78		RC		29		59		20	7 En 25.39		1300		¥	20.94		31		3	al and the second	33	15.41	14.26					and the substance of the
			9	+ 2.5%		3 55.59	107	3 51.49	6	4/.64		8 84,968		32	70 074				62		5		3	25.75		46		1	33 20.43	8	36		7 33,779	Allfank,	'n	15,03						
			5	+ 2.5%		1 54.23	0 104,478		5	55 46.48		0 82,888		ž	11 36.91		12	8	90		ŝ		52	50.12 50.12		4		41	19.93		35		33	2000	2	50 14.66	5.00					
			4	+ 2.5%		52 52.91	101,920		6	24 45.35		14 80,870		1	13 36.01		R.A		59		19 BE		20	1 24.51		4		4	97 19.44		34		16 32,136	Active A	29,744	14.30				and the second sec		
			e	+ 2.5%			00 99,424		6	15 44.24		30 78,894		13,070	27 35.13		1 R2 R50		51		3		48	33 23.91		42		66	51 18.97		33		9	ZO  15.02			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					A CARLON CONTRACTOR
			7	+ 2.5%		13 50.36	96,990		8	01 83 458		38 76,960		12	43 34.27		131 E1 131		5		2		48	/0 23.33 DE AA 028		41		8	06 18.51		33		30	34 14.70							w. Black	k Barrier -
			-	Base	龗		19 94,619		<b>8</b> ]	20 84 420		38 75,088		69	43 33.43	6	59		20		2		11 47,341	10 22.10	10.25	40		37	06 18.06	8	32		22	34 14.34		87		100	36	2	:	9.76 9.76
		0.0%		Prior Base	102,190	49.13	94,619	45.49	87,589	11.24 1004 100	39.00	75,088	36.10	69,534	33.43	30.96	59 634	28.67	55,203	26.54	51,106	24.57	47,341	07.22 ACR FA	21.07	40,581	19.51	37,565	18.06	16.73	32,219	15.49	29,827	14.34	27, 622	13.28	12.29	23,691	11.35	21,923	10.54	97.6
			GRADE		22		21		20	10		18		17	15		51		14		13		12	1		10		5	G		7		9	a na serie a serie a de la constante a la constante a serie de la constante a serie de la constante a serie de	0	Y		3		2		

6		20	+ 2.5%	163,363	78.54	161,341	72.76	139,984	67.30	62.35	120.058	57.72	111,155	53.44	102,939	100 10	C87,C8	RR 212	42.41	81,765	39.31	75,670	36.38	70,054	64,875	31.19	60,029	28.86	55,661	C1.02	24.78	47,778	22.97	44,262	21.28	40,851	19.64	18 18	35.027	16.84	32,427	15.59
yaoas ØIS Ililas		19	+ 2.5%	159,370	76.62	147,669	70.99	136,573	435.56	60.83	117,125	56.31	108,461	52.14	100,422	48.26	CCS'75	8		79,768	38.35	73,819	35.49	68,349 32 BE	63,294	30.43	58,673	28.16	54,309	ED 294	24.18	46,613	22.41	43,181	20.76	39,853	19.16	30,033	34 174		31,637	15.21
AIS		18	+ 2.5%	155,480	74.75	144,061	69.26	133,245	64.06	59.35	114.275	54.94	105,810	50.87	896'JR	47.10	90,686	83 970	40.37	77,813	37.41	72,010	34.62	<b>66,685</b>	61,755	29.69	67,138	27.47	52,978	40 DE7	23.59	46,469	21.86	42,120	20.25	38,875	18.69	30,000	33.342	16.03	•	
P.A		17	+ 2.5%	151,694	72.93	140,546	67.57	130,000	62.50	57.90	111,488	53.60	103,230	49.63	35,5/6	45.45	66,465	R-	N HERE	75,920	36.50	70,262	33.78	65,062	60,268	28.97	65,744	26.80	51,688	C0.42	23.01	44,366	21.33	41,101	19.76	37,918	AMOUT:	30,131	32.534	15.64		
· (		16	+ 2.5%	147,992	71.15	137,114		126	60.98	(i)	108,763		100,714	AMERA IN	ň	STRU209	026,320	L'anne		74,069		68,557		63,482	58		64,392		50,419	AG GOR	22.45	43,286	20.81	40,102		37,003	annan Marana	34,210 16.48	31 741	15.26		
		15	+ 2.5%	1998	69.41	133,765		123	59.49	8	106,101		98,269	1001110	Ā	0000000	84,213 A0 40	1	lietos y	72		66,893		61,942			53,061		49,192	AG		42,224	20.30	39		8	of the second	33,440 16.08				
		14	+ 2.5%		67.72	13(		120	58.04	÷	103,522		95,867	1000	õ	1000	09L'78	76		2		39	101010	50,424	56		51,771	1770 Adapt	47,986	1 V Martin		41,184		38,168		35	16.94					
		13	+ 2.5%	137,426		121		L L L	56.62	10 A	101		93,538		õ	20212	80,163	1	5	68		8	1000	58,947	29		50,502		46,821	51	No.	40,186		37,232		3	(IIIIIIII)	15 31	10'01		and a second s	
		12	+ 2.5%	1667	64.46	124,218		414	55.24		86		91,250		50	2000000	1 18,2US	C - Statistics		67		62	ASSO	57,512	53		49,275		1 45,677			39,208		36,317	10.000	33	16.13					
rnment e	STEP	11	+ 2.5%	12,638	5 62.89	121,181		112	53.89	8	96		1 89,024	oltroitte-	ð	20050000	5 / D,234			66		1 60,590	ALC: NO.	5 56,118	61		48,069		2 44,554		21011346	5 38,251		36		2	5 15.74					
မိုလို	S.	10	+ 2.5%	题		118		109	0 52.58		:6		9 86,861	1000	2	100200	4 /4,443		2020	63		8 59,114		4 54,746 8 26 32	60		¥		1 43,472	C. State	120	0 37,316	0 17.9	S	_	31,949	15.36					1
gton County / 2020 Salary 7/1/2019		თ	+ 2.5%	-		8 115,336		106	5 51.30		6		0 84,739	10110		Distances.	0 12,034	53		62		57	ALCONTRA	4 53,414	49		7 45,760		42,411	30	10/44/2	6 36,400	17.5	33	30 16.20							
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