

# RESOLUTION 2025-182

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF THE ENTRANCE PAY RATE FOR NEW EMPLOYEES

**WHEREAS**, the Benton County Personnel Policies and Procedures and most Collective Bargaining Agreements authorize the entrance pay rate for new hires; and

**WHEREAS**, the entrance rate for new hires is authorized to be at Step 1(A) or Step 2(B), at the discretion of the Elected Official or Department Head; and

**WHEREAS**, with the implementation of the County-wide compensation study, this authority creates potential concerns relative to the new step placement of existing employees; **NOW THEREFORE**,

**BE IT RESOLVED**, the Human Resources Department shall approve all Step B entrance placement for new hires, prior to a job offer being extended; and

**BE IT FURTHER RESOLVED**, this requirement shall remain in place through December 31, 2026, or until rescinded by the Board of County Commissioners.

Dated this \_\_\_\_\_ 11th \_\_\_\_\_ day of \_\_\_\_\_ March \_\_\_\_\_, 2025.

DocuSigned by:

*Jerome Delvin*

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Chair of the Board

DocuSigned by:

*Michael Alvarez*

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Chair Pro Tem

DocuSigned by:

*Will McKay*

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Commissioner

Constituting the Board of Commissioners  
of Benton County, Washington

DocuSigned by:

*Amanda Pearson*

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Attest.....

Clerk of the Board