

RESOLUTION NO. 117-09  
AMENDING RESOLUTION 11-09 TO IMPLEMENT A  
REVISED NON-UNION SALARY RANGE ALIGNMENT

WHEREAS, RCW 36.40.080 states that "...the Board of County Commissioners shall fix and determine each item of the budget separately and shall by resolution adopt the budget...";

WHEREAS, RCW 36.16.070 states that "...the Board shall fix the compensation of all employees...";

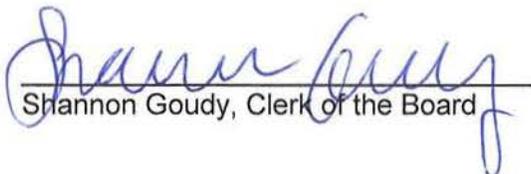
WHEREAS, the Board has decided to make the following changes to the Non-Union Salary Range Alignment: Add Director of Human Resources/Budget & Finance at Range 35 but the Board of County Commissioners may go up to Range 39, depending on qualifications; Add Risk Manager/Budget Analyst at Range 20; and Add Clerk of the Board/Claims Administrator at Range 17. Delete the Human Resources Director at Range 45; Delete Director of Operations at Range 38; Delete Budget & Finance Director/Risk Manager at Range 35; Delete Loss Control Coordinator/Budget Analyst at Range 23 and Delete Clerk of the Board at Range 13.

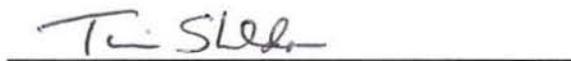
NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners of Mason County does hereby amend the Non-Union Salary Range Alignment to reflect the above changes effective January 1, 2010.

APPROVED this 15<sup>th</sup> day of December 2009.

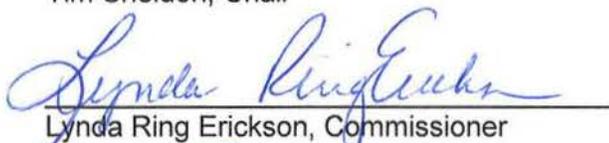
BOARD OF COUNTY COMMISSIONERS  
MASON COUNTY, WASHINGTON

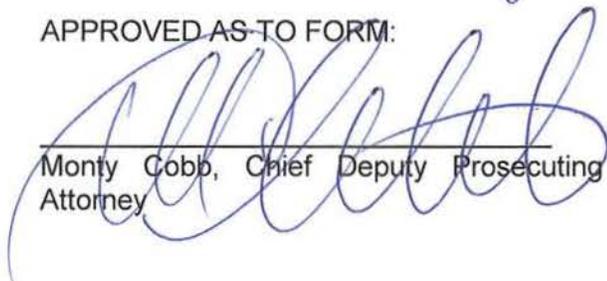
ATTEST:

  
Shannon Goudy, Clerk of the Board

  
Tim Sheldon, Chair

APPROVED AS-TO FORM:

  
Lynda Ring Erickson, Commissioner

  
Monty Cobb, Chief Deputy Prosecuting Attorney

  
Ross Gallagher, Commissioner

C: Payroll  
All Elected Officials and Department Heads

## NON-UNION SALARY RANGE ALIGNMENT

| <u>SALARY<br/>RANGE NUMBER</u> | <u>CLASSIFICATION TITLE</u>  |
|--------------------------------|--|
| 45                             | Public Works Director<br>Utilities & Waste Management Director<br>Chief Deputy Prosecuting Attorney  |
| 44                             | Deputy Director Public Works   |
| 43                             | Chief Criminal Prosecuting Attorney  |
| 40                             | Deputy Director/ER&R Manager   |
| 39                             | Public Health Director<br>Community Development Director   |
| 38                             | Undersheriff<br>Information Services Manager   |
| 37                             | Administrator, Probation Services  |
| 35                             | Chief Criminal Deputy Sheriff<br>Engineering and Construction Manager<br>Engineer IV<br>Land Use Attorney<br>Director of Human Resources/Budget & Finance                                |
| 34                             | Road Operations & Maintenance Manager<br>Deputy Director, Utilities & Waste Management<br>Parks & Trails Manager   |
| 33                             | Chief Civil Deputy Sheriff<br>Jail Superintendent<br>Deputy Administrator (Detention), Probation<br>Engineer III   |
| 32                             | Planning Manager<br>Permit Assistance Center Manager<br>Construction Services Supervisor<br>Project Support Services Manager<br>Transportation Planning Supervisor<br>Facilities Manager |
| 31                             | Program Manager II<br>Assistant Road Operations & Maintenance Manager  |
| 30                             | Personal Health Manager<br>Building Official<br>GIS Manager<br>Right of Way Manager/Property Manager   |

**NON-UNION SALARY RANGE ALIGNMENT**

| <b><u>SALARY RANGE NUMBER</u></b> | <b><u>CLASSIFICATION TITLE</u></b>   |
|-----------------------------------|--|
| 29                                | Emergency Management Manager<br>Equipment Maintenance Supervisor<br>Deputy Administrator, Probation<br>Finance Manager<br>Road Operations & Maintenance Supervisor<br>Chief Accountant<br>Senior Financial Analyst |
| 28                                | Engineer II<br>Survey Supervisor   |
| 27                                | District Court Administrator<br>Superior Court Administrator<br>Chief Appraiser<br>Chief Deputy<br>Administrative Supervisor<br>Elections Superintendent   |
| 25                                | Program Manager I  |
| 22                                | Engineer I   |
| 21                                | Assistant to the Commissioners   |
| 20                                | Deputy Court Administrator<br>Risk Manager/Budget Analyst<br>Office Manager  |
| 19                                | Official Court Recorder/Judicial Assistant<br>Official Court Recorder/Family Law Facilitator<br>Personnel Analyst  |
| 17                                | Administrative Assistant<br>Clerk of the Board/Claims Administrator  |
| 13                                | Administrative Secretary<br>Legal Secretary  |
| 10                                | Receptionist/Secretary   |
| 1                                 | PBX Operator<br>Office Assistant   |

**Non-Union Salary Ranges  
with COLA  
Effective January 1, 2008**

**Attachment A**

| <b>Range</b> | <b>ENTRY</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| 45           | \$6,686      | \$7,019       | \$7,371       | \$7,555       | \$7,744       | \$7,937       |
| 44           | \$6,525      | \$6,852       | \$7,195       | \$7,375       | \$7,559       | \$7,748       |
| 43           | \$6,365      | \$6,684       | \$7,018       | \$7,194       | \$7,373       | \$7,558       |
| 42           | \$6,216      | \$6,527       | \$6,854       | \$7,025       | \$7,200       | \$7,380       |
| 41           | \$6,063      | \$6,365       | \$6,685       | \$6,851       | \$7,023       | \$7,198       |
| 40           | \$5,920      | \$6,216       | \$6,526       | \$6,690       | \$6,857       | \$7,029       |
| 39           | \$5,775      | \$6,065       | \$6,367       | \$6,526       | \$6,690       | \$6,857       |
| 38           | \$5,637      | \$5,919       | \$6,215       | \$6,371       | \$6,529       | \$6,693       |
| 37           | \$5,499      | \$5,774       | \$6,064       | \$6,215       | \$6,370       | \$6,529       |
| 36           | \$5,368      | \$5,637       | \$5,919       | \$6,068       | \$6,219       | \$6,375       |
| 35           | \$5,239      | \$5,501       | \$5,776       | \$5,920       | \$6,069       | \$6,220       |
| 34           | \$5,114      | \$5,369       | \$5,638       | \$5,779       | \$5,924       | \$6,072       |
| 33           | \$4,989      | \$5,239       | \$5,501       | \$5,638       | \$5,779       | \$5,924       |
| 32           | \$4,872      | \$5,115       | \$5,370       | \$5,504       | \$5,642       | \$5,783       |
| 31           | \$4,750      | \$4,988       | \$5,238       | \$5,368       | \$5,503       | \$5,641       |
| 30           | \$4,639      | \$4,871       | \$5,114       | \$5,243       | \$5,372       | \$5,507       |
| 29           | \$4,527      | \$4,752       | \$4,989       | \$5,115       | \$5,243       | \$5,374       |
| 28           | \$4,418      | \$4,639       | \$4,871       | \$4,992       | \$5,118       | \$5,246       |
| 27           | \$4,311      | \$4,526       | \$4,751       | \$4,871       | \$4,992       | \$5,117       |
| 26           | \$4,208      | \$4,418       | \$4,639       | \$4,754       | \$4,874       | \$4,996       |
| 25           | \$4,105      | \$4,310       | \$4,525       | \$4,638       | \$4,753       | \$4,873       |
| 24           | \$4,008      | \$4,208       | \$4,418       | \$4,529       | \$4,641       | \$4,758       |
| 23           | \$3,910      | \$4,105       | \$4,310       | \$4,418       | \$4,529       | \$4,641       |
| 22           | \$3,817      | \$4,008       | \$4,209       | \$4,314       | \$4,421       | \$4,532       |
| 21           | \$3,723      | \$3,910       | \$4,106       | \$4,208       | \$4,313       | \$4,420       |
| 20           | \$3,634      | \$3,816       | \$4,007       | \$4,107       | \$4,210       | \$4,315       |
| 19           | \$3,546      | \$3,723       | \$3,910       | \$4,008       | \$4,108       | \$4,211       |
| 18           | \$3,462      | \$3,635       | \$3,817       | \$3,912       | \$4,010       | \$4,110       |
| 17           | \$3,378      | \$3,547       | \$3,724       | \$3,818       | \$3,913       | \$4,011       |
| 16           | \$3,297      | \$3,462       | \$3,635       | \$3,726       | \$3,819       | \$3,914       |
| 15           | \$3,217      | \$3,378       | \$3,546       | \$3,634       | \$3,723       | \$3,817       |
| 14           | \$3,139      | \$3,296       | \$3,460       | \$3,547       | \$3,636       | \$3,727       |
| 13           | \$3,063      | \$3,216       | \$3,377       | \$3,461       | \$3,548       | \$3,637       |
| 12           | \$2,989      | \$3,139       | \$3,296       | \$3,378       | \$3,463       | \$3,549       |
| 11           | \$2,917      | \$3,063       | \$3,216       | \$3,297       | \$3,379       | \$3,463       |
| 10           | \$2,848      | \$2,989       | \$3,139       | \$3,217       | \$3,298       | \$3,380       |
| 9            | \$2,778      | \$2,917       | \$3,063       | \$3,139       | \$3,218       | \$3,298       |
| 8            | \$2,712      | \$2,846       | \$2,989       | \$3,064       | \$3,140       | \$3,219       |
| 7            | \$2,645      | \$2,778       | \$2,917       | \$2,989       | \$3,064       | \$3,142       |
| 6            | \$2,583      | \$2,713       | \$2,848       | \$2,919       | \$2,992       | \$3,067       |
| 5            | \$2,520      | \$2,645       | \$2,778       | \$2,848       | \$2,919       | \$2,992       |
| 4            | \$2,461      | \$2,583       | \$2,713       | \$2,781       | \$2,851       | \$2,921       |
| 3            | \$2,400      | \$2,521       | \$2,646       | \$2,713       | \$2,781       | \$2,851       |
| 2            | \$2,342      | \$2,460       | \$2,583       | \$2,647       | \$2,714       | \$2,781       |
| 1            | \$2,287      | \$2,400       | \$2,520       | \$2,583       | \$2,647       | \$2,714       |