

RESOLUTION NO. 03-14

AMENDING RESOLUTION NO. 82-13 A REVISED NON-UNION SALARY RANGE ALIGNMENT REMOVING SHERIFF COMMAND STAFF TO CREATE A SEPARATE SALARY PLAN AND ESTABLISHING A SALARY PLAN FOR PUBLIC DEFENDER ATTORNEYS

WHEREAS, RCW 36.16.070 states that ... In all cases where the duties of any county office are greater than can be performed by the person elected to fill it, the officer may employ deputies and other necessary employees with the consent of the board of county commissioners. The board shall fix their compensation ... .

WHEREAS, a Non-Union Salary Plan was established for those employees not represented by a bargaining unit – Attachment A;

WHEREAS, the Office of Public Defense was established in 2012 and the Board agreed to create Deputy Public Defender Attorney positions in the 2014 budget rather than contract employees and a separate Public Defender Attorney Salary Plan is necessary – Attachment B;

WHEREAS, the Board agreed to create a separate salary plan for the Mason County Sheriff's commissioned command staff to include Lieutenant, Chief and Undersheriff with the intent of maintaining a 7% spread between the Deputies Guild Sergeant's "base wages" (includes longevity, education and uniform allowance) and commissioned command staff. This salary plan is adopted by separate resolution.

NOW, THEREFORE BE IT RESOLVED that the Board of County Commissioners does hereby establish the revised Non-Union Salary Plan and the Public Defender Attorney Salary Plan.


EFFECTIVE January 1, 2014.

DATED this 14<sup>th</sup> day of January, 2014.

BOARD OF COUNTY COMMISSIONERS  
MASON COUNTY, WASHINGTON

ATTEST:

  
Clerk of the Board

  
Randy Neatherlin, Chair

APPROVED AS TO FORM:

  
Tim Whitehead, Chief DPA

  
Tim Sheldon, Commissioner

  
Terri Jeffreys, Commissioner

**NON-UNION SALARY RANGE ALIGNMENT**

<b>SALARY RANGE NUMBER</b>	<b>CLASSIFICATION TITLE</b>
45	Chief Deputy Prosecuting Attorney Public Health & Human Services Director Public Works Director Utilities & Waste Management Director Human Resources Director Support Services Director
44	Deputy Director Public Works/County Engineer
43	Chief Criminal Prosecuting Attorney Public Defense Administrator
40	Deputy Director Public Works/ER&R Manager Deputy Director Public Works/Utilities & Waste Mgmt
39	Community Development Director Facilities, Parks and Trails Director
38	Information Services Manager
37	Administrator, Probation Services
35	District Court Administrator Engineering and Construction Manager Engineer IV Land Use Attorney
34	Road Operations & Maintenance Manager Parks & Trails Manager
33	Deputy Administrator, Detention Deputy Administrator, Probation Engineer III Technical Services Manager
32	Planning Manager Permit Assistance Center Manager Construction Services Supervisor Project Support Services Manager Transportation Planning Supervisor Facilities Manager Chief Finance Manager Budget Manager
31	Program Manager II Assistant Road Operations & Maintenance Manager

NON-UNION SALARY RANGE ALIGNMENT

<u>SALARY RANGE NUMBER</u>	<u>CLASSIFICATION TITLE</u>
30	Personal Health Manager Building Official GIS Manager Right of Way Manager/Property Manager
29	Emergency Management Manager Equipment Maintenance Supervisor Finance Manager Road Operations & Maintenance Supervisor Chief Accountant Senior Financial Analyst Chief Deputy Treasurer Administrative Services Manager Human Resources/Risk Manager
28	Engineer II Survey Supervisor
27	Administrative Supervisor Chief Appraiser Chief Deputy Elections Superintendent Superior Court Administrator
26	Human Resources Analyst
25	Program Manager I Operations & Maintenance/ER&R Administrator
22	Engineer I
21	Assistant to the Commissioners
20	Deputy Court Administrator Office Manager
19	Official Court Recorder/Judicial Assistant Official Court Recorder/Family Law Facilitator Personnel Analyst
17	Administrative Assistant Clerk of the Board/Claims Administrator
13	Administrative Secretary Legal Secretary
10	Receptionist/Secretary
1	PBX Operator Office Assistant

**Non-Union Salary Ranges  
Effective January 1, 2014**

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	\$6,782	\$7,120	\$7,477	\$7,664	\$7,856	\$8,051
44	\$6,619	\$6,951	\$7,299	\$7,481	\$7,668	\$7,860
43	\$6,457	\$6,780	\$7,119	\$7,298	\$7,479	\$7,667
42	\$6,306	\$6,621	\$6,953	\$7,126	\$7,304	\$7,486
41	\$6,150	\$6,457	\$6,781	\$6,950	\$7,124	\$7,302
40	\$6,005	\$6,306	\$6,620	\$6,786	\$6,956	\$7,130
39	\$5,858	\$6,152	\$6,459	\$6,620	\$6,786	\$6,956
38	\$5,718	\$6,004	\$6,304	\$6,463	\$6,623	\$6,789
37	\$5,578	\$5,857	\$6,151	\$6,304	\$6,462	\$6,623
36	\$5,445	\$5,718	\$6,004	\$6,155	\$6,309	\$6,467
35	\$5,314	\$5,580	\$5,859	\$6,005	\$6,156	\$6,310
34	\$5,188	\$5,446	\$5,719	\$5,862	\$6,009	\$6,159
33	\$5,061	\$5,314	\$5,580	\$5,719	\$5,862	\$6,009
32	\$4,942	\$5,189	\$5,447	\$5,583	\$5,723	\$5,866
31	\$4,818	\$5,060	\$5,313	\$5,445	\$5,582	\$5,722
30	\$4,706	\$4,941	\$5,188	\$5,318	\$5,449	\$5,586
29	\$4,592	\$4,820	\$5,061	\$5,189	\$5,318	\$5,451
28	\$4,482	\$4,706	\$4,941	\$5,064	\$5,192	\$5,322
27	\$4,373	\$4,591	\$4,819	\$4,941	\$5,064	\$5,191
26	\$4,269	\$4,482	\$4,706	\$4,822	\$4,944	\$5,068
25	\$4,164	\$4,372	\$4,590	\$4,705	\$4,821	\$4,943
24	\$4,066	\$4,269	\$4,482	\$4,594	\$4,708	\$4,827
23	\$3,966	\$4,164	\$4,372	\$4,482	\$4,594	\$4,708
22	\$3,872	\$4,066	\$4,270	\$4,376	\$4,485	\$4,597
21	\$3,777	\$3,966	\$4,165	\$4,269	\$4,375	\$4,484
20	\$3,686	\$3,871	\$4,065	\$4,166	\$4,271	\$4,377
19	\$3,597	\$3,777	\$3,966	\$4,066	\$4,167	\$4,272
18	\$3,512	\$3,687	\$3,872	\$3,968	\$4,068	\$4,169
17	\$3,427	\$3,598	\$3,778	\$3,873	\$3,969	\$4,069
16	\$3,344	\$3,512	\$3,687	\$3,780	\$3,874	\$3,970
15	\$3,263	\$3,427	\$3,597	\$3,686	\$3,777	\$3,872
14	\$3,184	\$3,343	\$3,510	\$3,598	\$3,688	\$3,781
13	\$3,107	\$3,262	\$3,426	\$3,511	\$3,599	\$3,689
12	\$3,032	\$3,184	\$3,343	\$3,427	\$3,513	\$3,600
11	\$2,959	\$3,107	\$3,262	\$3,344	\$3,428	\$3,513
10	\$2,889	\$3,032	\$3,184	\$3,263	\$3,345	\$3,429
9	\$2,818	\$2,959	\$3,107	\$3,184	\$3,264	\$3,345
8	\$2,751	\$2,887	\$3,032	\$3,108	\$3,185	\$3,265
7	\$2,683	\$2,818	\$2,959	\$3,032	\$3,108	\$3,187
6	\$2,620	\$2,752	\$2,889	\$2,961	\$3,035	\$3,111
5	\$2,556	\$2,683	\$2,818	\$2,889	\$2,961	\$3,035
4	\$2,496	\$2,620	\$2,752	\$2,821	\$2,892	\$2,963
3	\$2,435	\$2,557	\$2,684	\$2,752	\$2,821	\$2,892
2	\$2,376	\$2,495	\$2,620	\$2,685	\$2,753	\$2,821
1	\$2,320	\$2,435	\$2,556	\$2,620	\$2,685	\$2,753

**MASON COUNTY PUBLIC DEFENDER SALARY PLAN  
2014**

	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Deputy Public Defender Attorney I	\$4,321	\$4,560	\$4,753	\$4,883	\$5,008	\$5,132
Deputy Public Defender Attorney II	\$5,260	\$5,392	\$5,526	\$5,664	\$5,806	N/A
Deputy Public Defender Attorney III	\$5,951	\$6,100	\$6,253	\$6,409	\$6,569	N/A