

**RESOLUTION NO. 56-15**  
**AMENDING RESOLUTION NO. 60-14**  
**HEALTH INSURANCE CONTRIBUTIONS AND**  
**.08% COLA FOR ELECTED OFFICIALS AND NON-REPRESENTED EMPLOYEES**

**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; and

**WHEREAS**, RCW 36.16.070 states that the Board shall fix the compensation of all employees; and

**WHEREAS**, the Board has determined that the County's contribution towards health insurance premiums for Elected Officials and eligible Non-Represented employees should be adjusted; and

**NOW THEREFORE BE IT RESOLVED**, effective January 1, 2016, the Board of County Commissioners does hereby establish the County's health insurance contribution rate for Elected Officials, eligible Non-Represented Employees, and as applicable and required by the Collective Bargaining Agreements at \$1,102 (One Thousand one hundred two dollars) per month. For participants of the PEBB Medical program Mason County utilizes the pooling method, which would result in a distribution as follows:

**\$748.68 per month** per Elected Official/Employee for those individuals enrolled on medical as an employee only (no dependent coverage). This contribution also covers dental, vision, basic life, and basic long-term disability insurance.

**\$1,292.23 per month** per Elected Official/Employee for those individuals enrolled on medical as an employee with one or more dependents. This contribution also covers dental, vision, basic life, and basic long-term disability insurance.

**WHEREAS**, the Board has determined that a .08% COLA for all Elected Officials (whose compensation is under the purview of the Board), Non-Represented, and as applicable and required by the Collective Bargaining Agreements employees is warranted based on 80% of the June to June 2014 Consumer Price Index (CPI) as reflected by the US Government BLS for "US All Cities" Index as the majority of the Union Bargaining Units are receiving the same compensation adjustment in order to reduce the adverse effect of inflation; and

**WHEREAS**, consistent with Board Resolution No. 67-13, the modification and amendment to limiting the salary of certain Elected Officials to a percentage of that which is paid to the County Commissioner(s) will continue as necessary to accomplish the afore-mentioned COLA adjustment.

**WHEREAS**, consistent with the modification and amendment of Board Resolution No. 67-13, which limited the changes in salary without specific approval of the Board will continue to allow step increases for Non-Represented employees, consistent with policy; and

**NOW THEREFORE BE IT RESOLVED**, effective January 1, 2016, the Board of County Commissioners does hereby amend the Non-Represented Salary Range Table by .08% to be equitable and consistent with the majority of those employees under collective bargaining agreements.


RESOLUTION NO. 56-15

Page 2 of 2

Approved this 8 day of December 2015


**BOARD OF COUNTY COMMISSIONERS**

  
\_\_\_\_\_  
Randy Neatherlin, Chairperson

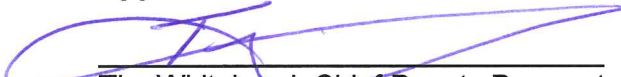
  
\_\_\_\_\_  
Terri Jeffreys, Commissioner

  
\_\_\_\_\_  
Tim Sheldon, Commissioner

**Attest:**

  
\_\_\_\_\_  
Julie Almanzor, Clerk of the Board

**Approved as to Form:**

  
\_\_\_\_\_  
Tim Whitehead, Chief Deputy Prosecutor

CC: Financial Services, Payroll  
Human Resources  
All Elected Officials and Department Heads

**NON-REPRESENTED 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
38	Emergency and Information Services Manager Facilities, Parks and Trails 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-REPRESENTED SALARY RANGE ALIGNMENT**

<b>SALARY RANGE NUMBER</b>	<b>CLASSIFICATION TITLE</b>
30	Personal Health Manager Building Official GIS Manager Right of Way Manager/Property Manager
29	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-REPRESENTED SALARY RANGES  
EFFECTIVE JANUARY 1, 2016

Attachment A

Range	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
45	\$ 6,901.46	\$ 7,245.41	\$ 7,608.70	\$ 7,798.99	\$ 7,994.37	\$ 8,192.81
44	\$ 6,735.58	\$ 7,073.43	\$ 7,427.56	\$ 7,612.77	\$ 7,803.06	\$ 7,998.43
43	\$ 6,570.73	\$ 6,899.42	\$ 7,244.39	\$ 7,426.54	\$ 7,610.72	\$ 7,802.04
42	\$ 6,417.07	\$ 6,737.63	\$ 7,073.43	\$ 7,251.52	\$ 7,432.64	\$ 7,617.85
41	\$ 6,258.32	\$ 6,570.73	\$ 6,900.44	\$ 7,072.41	\$ 7,249.47	\$ 7,430.62
40	\$ 6,110.76	\$ 6,417.07	\$ 6,736.60	\$ 6,905.52	\$ 7,078.52	\$ 7,255.58
39	\$ 5,961.19	\$ 6,260.36	\$ 6,572.77	\$ 6,736.60	\$ 6,905.52	\$ 7,078.52
38	\$ 5,818.71	\$ 6,109.74	\$ 6,415.03	\$ 6,576.84	\$ 6,738.63	\$ 6,908.58
37	\$ 5,676.26	\$ 5,960.16	\$ 6,259.34	\$ 6,415.03	\$ 6,575.82	\$ 6,739.65
36	\$ 5,540.91	\$ 5,818.71	\$ 6,109.74	\$ 6,263.41	\$ 6,420.13	\$ 6,580.90
35	\$ 5,407.60	\$ 5,678.28	\$ 5,962.21	\$ 6,110.76	\$ 6,264.43	\$ 6,421.13
34	\$ 5,279.38	\$ 5,541.93	\$ 5,819.73	\$ 5,965.25	\$ 6,114.85	\$ 6,267.49
33	\$ 5,150.14	\$ 5,407.60	\$ 5,678.28	\$ 5,819.73	\$ 5,965.25	\$ 6,114.85
32	\$ 5,029.04	\$ 5,280.40	\$ 5,542.93	\$ 5,681.34	\$ 5,823.80	\$ 5,969.31
31	\$ 4,902.86	\$ 5,149.12	\$ 5,406.58	\$ 5,540.91	\$ 5,680.32	\$ 5,822.77
30	\$ 4,788.89	\$ 5,028.02	\$ 5,279.38	\$ 5,411.67	\$ 5,544.97	\$ 5,684.38
29	\$ 4,672.88	\$ 4,904.90	\$ 5,150.14	\$ 5,280.40	\$ 5,411.67	\$ 5,547.01
28	\$ 4,550.94	\$ 4,788.89	\$ 5,028.02	\$ 5,153.20	\$ 5,283.44	\$ 5,415.73
27	\$ 4,450.02	\$ 4,671.85	\$ 4,903.88	\$ 5,028.02	\$ 5,153.20	\$ 5,281.42
26	\$ 4,344.19	\$ 4,560.95	\$ 4,788.89	\$ 4,906.92	\$ 5,031.08	\$ 5,157.26
25	\$ 4,237.35	\$ 4,449.00	\$ 4,670.85	\$ 4,787.87	\$ 4,905.92	\$ 5,030.06
24	\$ 4,137.61	\$ 4,344.19	\$ 4,560.95	\$ 4,674.92	\$ 4,790.93	\$ 4,912.03
23	\$ 4,035.85	\$ 4,237.35	\$ 4,449.00	\$ 4,560.95	\$ 4,674.92	\$ 4,790.93
22	\$ 3,940.19	\$ 4,137.61	\$ 4,345.21	\$ 4,453.08	\$ 4,563.99	\$ 4,677.96
21	\$ 3,843.53	\$ 4,035.85	\$ 4,238.37	\$ 4,344.19	\$ 4,452.06	\$ 4,562.99
20	\$ 3,750.92	\$ 3,939.19	\$ 4,136.61	\$ 4,239.37	\$ 4,346.23	\$ 4,454.10
19	\$ 3,660.35	\$ 3,843.53	\$ 4,035.85	\$ 4,137.61	\$ 4,240.39	\$ 4,347.24
18	\$ 3,573.86	\$ 3,751.94	\$ 3,940.19	\$ 4,037.89	\$ 4,139.65	\$ 4,242.43
17	\$ 3,486.35	\$ 3,661.37	\$ 3,844.55	\$ 3,941.21	\$ 4,038.91	\$ 4,140.67
16	\$ 3,402.90	\$ 3,573.86	\$ 3,751.94	\$ 3,846.57	\$ 3,942.23	\$ 4,039.93
15	\$ 3,320.47	\$ 3,487.37	\$ 3,660.35	\$ 3,750.92	\$ 3,843.53	\$ 3,940.19
14	\$ 3,240.09	\$ 3,401.88	\$ 3,571.82	\$ 3,661.37	\$ 3,752.96	\$ 3,847.60
13	\$ 3,161.73	\$ 3,319.45	\$ 3,486.35	\$ 3,572.84	\$ 3,662.39	\$ 3,753.98
12	\$ 3,085.41	\$ 3,240.09	\$ 3,401.88	\$ 3,487.37	\$ 3,574.88	\$ 3,663.41
11	\$ 3,011.13	\$ 3,161.73	\$ 3,319.45	\$ 3,402.90	\$ 3,488.39	\$ 3,574.88
10	\$ 2,939.89	\$ 3,085.41	\$ 3,240.09	\$ 3,320.47	\$ 3,403.92	\$ 3,489.39
9	\$ 2,867.63	\$ 3,011.13	\$ 3,161.73	\$ 3,240.09	\$ 3,321.50	\$ 3,403.92
8	\$ 2,799.46	\$ 2,937.85	\$ 3,085.41	\$ 3,162.75	\$ 3,241.09	\$ 3,322.52
7	\$ 2,730.26	\$ 2,867.63	\$ 3,011.13	\$ 3,085.41	\$ 3,162.75	\$ 3,243.13
6	\$ 2,666.15	\$ 2,800.48	\$ 2,939.89	\$ 3,013.15	\$ 3,088.45	\$ 3,165.79
5	\$ 2,601.02	\$ 2,730.26	\$ 2,867.63	\$ 2,939.89	\$ 3,013.15	\$ 3,088.45
4	\$ 2,539.97	\$ 2,666.15	\$ 2,800.48	\$ 2,870.69	\$ 2,942.93	\$ 3,015.19
3	\$ 2,477.88	\$ 2,602.04	\$ 2,731.28	\$ 2,800.48	\$ 2,870.69	\$ 2,942.93
2	\$ 2,417.85	\$ 2,538.95	\$ 2,666.15	\$ 2,732.28	\$ 2,801.50	\$ 2,870.69
1	\$ 2,360.87	\$ 2,477.88	\$ 2,601.02	\$ 2,666.15	\$ 2,732.28	\$ 2,801.50

NON-REPRESENTED  
DEPUTY PUBLIC DEFENDER SALARY RANGES  
EFFECTIVE JANUARY 1, 2016

Attachment A

	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>	<b>STEP F</b>
Deputy Public Defender I	\$ 4,397.11	\$ 4,640.31	\$ 4,836.73	\$ 4,969.01	\$ 5,096.21	\$ 5,222.39
Deputy Public Defender II	\$ 5,352.64	\$ 5,486.97	\$ 5,623.34	\$ 5,763.77	\$ 5,908.26	NA
Deputy Public Defender III	\$ 6,055.82	\$ 6,207.44	\$ 6,363.15	\$ 6,521.89	\$ 6,684.70	NA