

RESOLUTION NO. 73-15
AMENDING RESOLUTION NO. 72-15

3.92% INCREASE 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 salaries for Elected Officials and eligible Non-Represented employees should be adjusted; and

NOW THEREFORE BE IT RESOLVED, the Board has determined that a 3.92% increase for all Elected Officials (whose compensation is under the purview of the Board) and Non-Represented is to maintain parity with the recommended increases proposed for the members of the current Collective Bargaining Agreements within the County and to acknowledge that Mason County has demonstrated recruit and retain issues regarding employment, and is significantly out of line with comparable jurisdictions and that employees have not received a general wage increase for several years; 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 salary increases; and

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 3.92% to be equitable and consistent with the majority of those employees under collective bargaining agreements.

RESOLUTION NO. 7315
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Approved this 22 day of December, 2015

BOARD OF COUNTY COMMISSIONERS



Randy Neatherlin, Chairperson



Terri Jeffreys, Commissioner

NAY

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-UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	CLASSIFICATION TITLE
46	Community Services Director
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-UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	CLASSIFICATION TITLE
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 R/ ES
EFFECTIVE JANUARY 1, 2016

Attachment A

Range	2016 Salary Range & Steps with 4% Increase (includes COLA & 3.92%)					
	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
	00	01	02	03	04	05
46	\$ 8,805.61	\$ 9,031.40	\$ 9,262.97	\$ 9,500.48	\$ 9,744.08	\$ 9,993.93
45	\$ 7,171.99	\$ 7,529.43	\$ 7,906.96	\$ 8,104.71	\$ 8,307.75	\$ 8,513.97
44	\$ 6,999.62	\$ 7,350.71	\$ 7,718.72	\$ 7,911.19	\$ 8,108.94	\$ 8,311.97
43	\$ 6,828.31	\$ 7,169.87	\$ 7,528.37	\$ 7,717.66	\$ 7,909.06	\$ 8,107.88
42	\$ 6,668.62	\$ 7,001.74	\$ 7,350.71	\$ 7,535.78	\$ 7,724.00	\$ 7,916.47
41	\$ 6,503.65	\$ 6,828.31	\$ 7,170.93	\$ 7,349.65	\$ 7,533.65	\$ 7,721.90
40	\$ 6,350.31	\$ 6,668.62	\$ 7,000.68	\$ 7,176.22	\$ 7,356.00	\$ 7,540.00
39	\$ 6,194.86	\$ 6,505.77	\$ 6,830.43	\$ 7,000.68	\$ 7,176.22	\$ 7,356.00
38	\$ 6,046.80	\$ 6,349.25	\$ 6,666.50	\$ 6,834.65	\$ 7,002.78	\$ 7,179.40
37	\$ 5,898.77	\$ 6,193.80	\$ 6,504.71	\$ 6,666.50	\$ 6,833.59	\$ 7,003.84
36	\$ 5,758.11	\$ 6,046.80	\$ 6,349.25	\$ 6,508.93	\$ 6,671.80	\$ 6,838.87
35	\$ 5,619.58	\$ 5,900.87	\$ 6,195.92	\$ 6,350.31	\$ 6,509.99	\$ 6,672.84
34	\$ 5,486.33	\$ 5,759.17	\$ 6,047.87	\$ 6,199.09	\$ 6,354.55	\$ 6,513.18
33	\$ 5,352.02	\$ 5,619.58	\$ 5,900.87	\$ 6,047.87	\$ 6,199.09	\$ 6,354.55
32	\$ 5,226.18	\$ 5,487.39	\$ 5,760.21	\$ 5,904.05	\$ 6,052.09	\$ 6,203.31
31	\$ 5,095.05	\$ 5,350.96	\$ 5,618.52	\$ 5,758.11	\$ 5,902.99	\$ 6,051.03
30	\$ 4,976.61	\$ 5,225.12	\$ 5,486.33	\$ 5,623.80	\$ 5,762.34	\$ 5,907.21
29	\$ 4,856.05	\$ 5,097.17	\$ 5,352.02	\$ 5,487.39	\$ 5,623.80	\$ 5,764.46
28	\$ 4,729.33	\$ 4,976.61	\$ 5,225.12	\$ 5,355.20	\$ 5,490.55	\$ 5,628.03
27	\$ 4,624.46	\$ 4,854.99	\$ 5,096.11	\$ 5,225.12	\$ 5,355.20	\$ 5,488.45
26	\$ 4,514.48	\$ 4,739.73	\$ 4,976.61	\$ 5,099.27	\$ 5,228.30	\$ 5,359.43
25	\$ 4,403.45	\$ 4,623.40	\$ 4,853.95	\$ 4,975.55	\$ 5,098.23	\$ 5,227.24
24	\$ 4,299.80	\$ 4,514.48	\$ 4,739.73	\$ 4,858.17	\$ 4,978.73	\$ 5,104.58
23	\$ 4,194.05	\$ 4,403.45	\$ 4,623.40	\$ 4,739.73	\$ 4,858.17	\$ 4,978.73
22	\$ 4,094.65	\$ 4,299.80	\$ 4,515.55	\$ 4,627.64	\$ 4,742.90	\$ 4,861.34
21	\$ 3,994.20	\$ 4,194.05	\$ 4,404.51	\$ 4,514.48	\$ 4,626.58	\$ 4,741.86
20	\$ 3,897.95	\$ 4,093.61	\$ 4,298.76	\$ 4,405.55	\$ 4,516.61	\$ 4,628.70
19	\$ 3,803.83	\$ 3,994.20	\$ 4,194.05	\$ 4,299.80	\$ 4,406.61	\$ 4,517.65
18	\$ 3,713.95	\$ 3,899.02	\$ 4,094.65	\$ 4,196.17	\$ 4,301.92	\$ 4,408.73
17	\$ 3,623.01	\$ 3,804.89	\$ 3,995.26	\$ 4,095.71	\$ 4,197.23	\$ 4,302.98
16	\$ 3,536.29	\$ 3,713.95	\$ 3,899.02	\$ 3,997.36	\$ 4,096.77	\$ 4,198.29
15	\$ 3,450.64	\$ 3,624.07	\$ 3,803.83	\$ 3,897.95	\$ 3,994.20	\$ 4,094.65
14	\$ 3,367.10	\$ 3,535.23	\$ 3,711.83	\$ 3,804.89	\$ 3,900.08	\$ 3,998.42
13	\$ 3,285.67	\$ 3,449.58	\$ 3,623.01	\$ 3,712.89	\$ 3,805.95	\$ 3,901.14
12	\$ 3,206.35	\$ 3,367.10	\$ 3,535.23	\$ 3,624.07	\$ 3,715.01	\$ 3,807.01
11	\$ 3,129.16	\$ 3,285.67	\$ 3,449.58	\$ 3,536.29	\$ 3,625.13	\$ 3,715.01
10	\$ 3,055.13	\$ 3,206.35	\$ 3,367.10	\$ 3,450.64	\$ 3,537.35	\$ 3,626.17
9	\$ 2,980.04	\$ 3,129.16	\$ 3,285.67	\$ 3,367.10	\$ 3,451.70	\$ 3,537.35
8	\$ 2,909.20	\$ 3,053.01	\$ 3,206.35	\$ 3,286.73	\$ 3,368.14	\$ 3,452.76
7	\$ 2,837.29	\$ 2,980.04	\$ 3,129.16	\$ 3,206.35	\$ 3,286.73	\$ 3,370.26
6	\$ 2,770.66	\$ 2,910.26	\$ 3,055.13	\$ 3,131.26	\$ 3,209.52	\$ 3,289.89
5	\$ 2,702.98	\$ 2,837.29	\$ 2,980.04	\$ 3,055.13	\$ 3,131.26	\$ 3,209.52
4	\$ 2,639.54	\$ 2,770.66	\$ 2,910.26	\$ 2,983.23	\$ 3,058.30	\$ 3,133.39
3	\$ 2,575.01	\$ 2,704.04	\$ 2,838.35	\$ 2,910.26	\$ 2,983.23	\$ 3,058.30
2	\$ 2,512.63	\$ 2,638.48	\$ 2,770.66	\$ 2,839.39	\$ 2,911.32	\$ 2,983.23
1	\$ 2,453.41	\$ 2,575.01	\$ 2,702.98	\$ 2,770.66	\$ 2,839.39	\$ 2,911.32

Range	2016 Salary Range & Steps with 4% Increase (includes COLA & 3.92%)					
	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
	00	01	02	03	04	05
46	\$ 8,805.62	\$ 9,031.40	\$ 9,262.98	\$ 9,500.48	\$ 9,744.10	\$ 9,993.92
45	\$ 7,172.00	\$ 7,529.44	\$ 7,906.96	\$ 8,104.72	\$ 8,307.76	\$ 8,513.96
44	\$ 6,999.62	\$ 7,350.72	\$ 7,718.72	\$ 7,911.18	\$ 8,108.94	\$ 8,311.98
43	\$ 6,828.32	\$ 7,169.88	\$ 7,528.38	\$ 7,717.66	\$ 7,909.06	\$ 8,107.88
42	\$ 6,668.60	\$ 7,001.74	\$ 7,350.72	\$ 7,535.78	\$ 7,724.00	\$ 7,916.46
41	\$ 6,503.64	\$ 6,828.32	\$ 7,170.94	\$ 7,349.66	\$ 7,533.66	\$ 7,721.90
40	\$ 6,350.30	\$ 6,668.60	\$ 7,000.68	\$ 7,176.22	\$ 7,356.00	\$ 7,540.00
39	\$ 6,194.86	\$ 6,505.76	\$ 6,830.44	\$ 7,000.68	\$ 7,176.22	\$ 7,356.00
38	\$ 6,046.82	\$ 6,349.24	\$ 6,666.48	\$ 6,834.66	\$ 7,002.78	\$ 7,179.40
37	\$ 5,898.76	\$ 6,193.80	\$ 6,504.70	\$ 6,666.48	\$ 6,833.60	\$ 7,003.84
36	\$ 5,758.10	\$ 6,046.82	\$ 6,349.24	\$ 6,508.92	\$ 6,671.80	\$ 6,838.88
35	\$ 5,619.58	\$ 5,900.86	\$ 6,195.92	\$ 6,350.30	\$ 6,509.98	\$ 6,672.84
34	\$ 5,486.34	\$ 5,759.18	\$ 6,047.88	\$ 6,199.08	\$ 6,354.54	\$ 6,513.18
33	\$ 5,352.02	\$ 5,619.58	\$ 5,900.86	\$ 6,047.88	\$ 6,199.08	\$ 6,354.54
32	\$ 5,226.18	\$ 5,487.40	\$ 5,760.22	\$ 5,904.04	\$ 6,052.10	\$ 6,203.32
31	\$ 5,095.06	\$ 5,350.96	\$ 5,618.52	\$ 5,758.10	\$ 5,902.98	\$ 6,051.04
30	\$ 4,976.60	\$ 5,225.12	\$ 5,486.34	\$ 5,623.80	\$ 5,762.34	\$ 5,907.20
29	\$ 4,856.06	\$ 5,097.18	\$ 5,352.02	\$ 5,487.40	\$ 5,623.80	\$ 5,764.46
28	\$ 4,739.72	\$ 4,976.60	\$ 5,225.12	\$ 5,355.20	\$ 5,490.56	\$ 5,628.02
27	\$ 4,624.46	\$ 4,855.00	\$ 5,096.12	\$ 5,225.12	\$ 5,355.20	\$ 5,488.46
26	\$ 4,514.50	\$ 4,739.72	\$ 4,976.60	\$ 5,099.28	\$ 5,228.30	\$ 5,359.42
25	\$ 4,403.44	\$ 4,623.40	\$ 4,853.96	\$ 4,975.54	\$ 5,098.24	\$ 5,227.24
24	\$ 4,299.80	\$ 4,514.50	\$ 4,739.72	\$ 4,858.18	\$ 4,978.72	\$ 5,104.58
23	\$ 4,194.04	\$ 4,403.44	\$ 4,623.40	\$ 4,739.72	\$ 4,858.18	\$ 4,978.72
22	\$ 4,094.64	\$ 4,299.80	\$ 4,515.56	\$ 4,627.64	\$ 4,742.88	\$ 4,861.34
21	\$ 3,994.20	\$ 4,194.04	\$ 4,404.50	\$ 4,514.50	\$ 4,626.58	\$ 4,741.84
20	\$ 3,897.96	\$ 4,093.60	\$ 4,298.76	\$ 4,405.54	\$ 4,516.62	\$ 4,628.70
19	\$ 3,803.82	\$ 3,994.20	\$ 4,194.04	\$ 4,299.80	\$ 4,406.60	\$ 4,517.66
18	\$ 3,713.96	\$ 3,899.02	\$ 4,094.64	\$ 4,196.16	\$ 4,301.92	\$ 4,408.74
17	\$ 3,623.00	\$ 3,804.88	\$ 3,995.26	\$ 4,095.72	\$ 4,197.22	\$ 4,302.98
16	\$ 3,536.30	\$ 3,713.96	\$ 3,899.02	\$ 3,997.36	\$ 4,096.78	\$ 4,198.28
15	\$ 3,450.64	\$ 3,624.06	\$ 3,803.82	\$ 3,897.96	\$ 3,994.20	\$ 4,094.64
14	\$ 3,367.12	\$ 3,535.24	\$ 3,711.84	\$ 3,804.88	\$ 3,900.08	\$ 3,998.42
13	\$ 3,285.66	\$ 3,449.58	\$ 3,623.00	\$ 3,712.90	\$ 3,805.94	\$ 3,901.14
12	\$ 3,206.34	\$ 3,367.12	\$ 3,535.24	\$ 3,624.06	\$ 3,715.02	\$ 3,807.00
11	\$ 3,129.16	\$ 3,285.66	\$ 3,449.58	\$ 3,536.30	\$ 3,625.12	\$ 3,715.02
10	\$ 3,055.14	\$ 3,206.34	\$ 3,367.12	\$ 3,450.64	\$ 3,537.36	\$ 3,626.16
9	\$ 2,980.06	\$ 3,129.16	\$ 3,285.66	\$ 3,367.12	\$ 3,451.70	\$ 3,537.36
8	\$ 2,909.20	\$ 3,053.00	\$ 3,206.34	\$ 3,286.72	\$ 3,368.16	\$ 3,452.76
7	\$ 2,837.28	\$ 2,980.06	\$ 3,129.16	\$ 3,206.34	\$ 3,286.72	\$ 3,370.28
6	\$ 2,770.68	\$ 2,910.26	\$ 3,055.14	\$ 3,131.26	\$ 3,209.50	\$ 3,289.90
5	\$ 2,702.98	\$ 2,837.28	\$ 2,980.06	\$ 3,055.14	\$ 3,131.26	\$ 3,209.50
4	\$ 2,639.54	\$ 2,770.68	\$ 2,910.26	\$ 2,983.24	\$ 3,058.30	\$ 3,133.40
3	\$ 2,575.02	\$ 2,704.04	\$ 2,838.34	\$ 2,910.26	\$ 2,983.24	\$ 3,058.30
2	\$ 2,512.64	\$ 2,638.46	\$ 2,770.68	\$ 2,839.38	\$ 2,911.32	\$ 2,983.24
1	\$ 2,453.40	\$ 2,575.02	\$ 2,702.98	\$ 2,770.68	\$ 2,839.38	\$ 2,911.32

2016 Salary Range & Steps with 4% Increase (includes COLA & 3.92%)						
	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
	0	01	02	03	04	05
Deputy Public Defender I	\$ 4,569.48	\$ 4,822.20	\$ 5,026.32	\$ 5,163.80	\$ 5,296.00	\$ 5,427.12
Deputy Public Defender II	\$ 5,562.46	\$ 5,702.04	\$ 5,843.78	\$ 5,989.70	\$ 6,139.86	NA
Deputy Public Defender III	\$ 6,293.20	\$ 6,450.78	\$ 6,612.58	\$ 6,777.56	\$ 6,946.74	NA