

RESOLUTION NO. 17-16

AMENDING RESOLUTION NO. 73-15 TO REVISE THE NON-REPRESENTED SALARY SCALE RANGE ALIGNEMENT BY APPROVING CERTAIN NON-REPRESENTED RECLASSIFICATION REQUESTS, EFFECTIVE MARCH 1, 2016, THAT WERE RECEIVED DURING THE "EXCEPTIONAL REQUEST WINDOW OF OPPORTUNITY"

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-Represented Salary Plan was established for those employees not represented by a bargaining unit – Attachment A;

WHEREAS, Resolution 71-15 added Chapter 5.3 Reclassification to the Personnel Policy effective January 1, 2016. Upon adoption of the reclassification policy and process there was also an "Exceptional Window of Opportunity" afforded to all those identifiable requests made within the past three years. The "window" was November 23, 2015 to December 31, 2015. These reclassifications are in response to some of those requests made in the "window";

NOW, THEREFORE BE IT RESOLVED that the Board of County Commissioners does hereby revise the Non-Represented Salary Scale Range Alignment approving the following non-represented reclassification requests, effective March 1, 2016, that were received during the "Exceptional Request Window of Opportunity":

- Chief Deputy (Assessor's Office) to Chief Deputy Assessor, Range 29 Step 3
- Chief Appraiser (Assessor's Office) to Range 29 Step 5
- Personal Health Manager to Range 34 Step 4
- Program Manager II (Health Department) to Environmental Health Manager, Step 34 Step 4
- Chief Deputy Prosecuting Attorney to Range 46 Step 1
- Administrative Supervisor (Prosecutor's Office) to Administrative Manager, Range 29 Step 5
- Road Operations & Maintenance/ER&R Manager to Step 38 Step 4 (remove special pay)
- Public Works Director to Range 46 Step 5 (remove special pay)
- Support Services Director to Range 46 Step 5 (remove special pay)
- Engineer I (Public Works) to Range 26
- Engineer I (Public Works) working out-of-class to Engineer II
- Finance Manager (Public Works) to Range 31 Step 4
- Assistant Road Maintenance Manager to Road Operations & Maintenance Assistance Manager, Range 34 Step 4 (remove special pay)
- Therapeutic Court Program Manager I to Range 25 Step 1 (permanent reclassification) Court Administrator to Superior Court Administrator to Range 35 Step 1

DATED this 1 day of March, 2016.

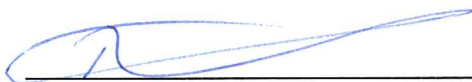
BOARD OF COUNTY COMMISSIONERS
MASON COUNTY, WASHINGTON

ATTEST:


Clerk of the Board


Terri Jeffreys, Chair

APPROVED AS TO FORM:


Tim Whitehead, Chief DPA


Tim Sheldon, Commissioner


Randy Neatherlin, Commissioner

NON-UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	CLASSIFICATION TITLE
46	Community Services Director Chief Deputy Prosecuting Attorney Public Works Director Support Services Director
45	Utilities & Waste Management Director Human Resources 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
38	Emergency and Information Services Manager Facilities, Parks and Trails Manager Road Operations & Maintenance Manager
37	Administrator, Probation Services
35	District Court Administrator Engineering and Construction Manager Engineer IV Land Use Attorney Superior Court Administrator
34	Personal Health Manager Environmental Health Manager Road Operations & Maintenance Assistant 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 Public Works Finance Manager

NON-UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	CLASSIFICATION TITLE
30	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 Chief Deputy Assessor Chief Appraiser Administrative Manager
28	Engineer II Survey Supervisor
27	Administrative Supervisor Chief Deputy Elections Superintendent
26	Human Resources Analyst Financial Analyst Grants & Contracts Analyst Engineer I
25	Program Manager I Therapeutic Court Program Manager 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

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