

RESOLUTION NO. 74-16
**AMEND RESOLUTION NO. 56-15 DETERMINING THE COUNTY'S
2017 HEALTH INSURANCE CONTRIBUTIONS AND AMENDING RESOLUTION NO. 64-16
TO REVISE THE NON-REPRESENTED SALARY SCALE BY APPROVING A
.88% COLA AND 2% GENERAL WAGE INCREASE for 2017**

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, RCS 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, eligible Non-Represented employees, and also as applicable and required by the Collective Bargaining Agreements in place and ratified on that date should be adjusted; and

NOW THEREFORE BE IT RESOLVED, effective January 1, 2017, the Board of County Commissioners does hereby establish the County's health insurance contribution rate for Elected Officials, eligible Non-Represented Employees, and as required by the Collective Bargaining Agreements in place and ratified at \$1,154 (One Thousand one hundred fifty four dollars) per month utilizing the pooling method, and resulting in a distribution as follows:

\$838.88 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.

\$1,318.13 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 .88% COLA for all Non-Represented employees and as applicable and required by the Collective Bargaining Agreements is warranted based on 80% of the June to June 2016 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, the Board has determined a 2% general wage increase for Non-Represented employees to maintain parity with recommended increases proposed for the members of the current Collective Bargaining Agreements within the County.

WHEREAS, consistent with Board Resolution No. 56-15, the Board will continue to allow step increases for Non-Represented employees, consistent with policy; and

NOW THEREFORE BE IT RESOLVED, effective January 1, 2017, the Board of County Commissioners does hereby amend the Non-Represented Salary Range Table by .88% COLA and 2% general wage increase to be equitable and consistent with the majority of those employees under collective bargaining agreements.

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Approved this 1st day of November 2016

BOARD OF COUNTY COMMISSIONERS


Terri Jeffreys, Chair


Randy Neatherlin, Commissioner


Tim Sheldon, Commissioner

Attest:


Diane Zoren, Acting 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

<u>SALARY RANGE NUMBER</u>	<u>CLASSIFICATION TITLE</u>
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 Deputy Director Public Works/Utilities & Waste Mgmt
43	Chief Criminal Prosecuting Attorney Public Defense Administrator
40	Deputy Director Public Works/ER&R Manager
38	Emergency and Information Services Manager Facilities, Parks and Trails Manager Road Operations & Maintenance Manager Water & Wastewater 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-REPRESENTED SALARY RANGE ALIGNMENT

<u>SALARY RANGE NUMBER</u>	<u>CLASSIFICATION TITLE</u>
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 Operations & Maintenance/ER&R Administrator 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

NON-REPRESENTED SALARY RANGE ALIGNMENT

<u>SALARY RANGE NUMBER</u>	<u>CLASSIFICATION TITLE</u>
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10	Receptionist/Secretary
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1	PBX Operator Office Assistant
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NON-REPRESENTED SALARY RANGES

EFFECTIVE JANUARY 1, 2017

(.88% COLA AND 2% GENERAL WAGE INCREASE)

RANGE	ENTRY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
46	\$9,060.76	\$9,293.10	\$9,531.40	\$9,775.76	\$10,026.44	\$10,283.50
45	\$7,379.82	\$7,747.62	\$8,136.08	\$8,339.56	\$8,548.48	\$8,760.66
44	\$7,202.44	\$7,563.70	\$7,942.38	\$8,140.42	\$8,343.90	\$8,552.82
43	\$7,026.16	\$7,377.64	\$7,746.52	\$7,941.30	\$8,138.24	\$8,342.80
42	\$6,861.82	\$7,204.62	\$7,563.70	\$7,754.14	\$7,947.82	\$8,145.84
41	\$6,692.10	\$7,026.16	\$7,378.72	\$7,562.62	\$7,751.96	\$7,945.66
40	\$6,534.30	\$6,861.82	\$7,203.52	\$7,384.16	\$7,569.16	\$7,758.48
39	\$6,374.36	\$6,694.28	\$7,028.36	\$7,203.52	\$7,384.16	\$7,569.16
38	\$6,222.04	\$6,533.22	\$6,859.64	\$7,032.70	\$7,205.68	\$7,387.44
37	\$6,069.68	\$6,373.26	\$6,693.18	\$6,859.64	\$7,031.62	\$7,206.78
36	\$5,924.96	\$6,222.04	\$6,533.22	\$6,697.52	\$6,865.14	\$7,037.04
35	\$5,782.42	\$6,071.84	\$6,375.44	\$6,534.30	\$6,698.60	\$6,866.20
34	\$5,645.32	\$5,926.06	\$6,223.12	\$6,378.72	\$6,538.66	\$6,701.92
33	\$5,507.10	\$5,782.42	\$6,071.84	\$6,223.12	\$6,378.72	\$6,538.66
32	\$5,377.62	\$5,646.40	\$5,927.14	\$6,075.12	\$6,227.46	\$6,383.06
31	\$5,242.70	\$5,506.00	\$5,781.32	\$5,924.96	\$6,074.02	\$6,226.36
30	\$5,120.80	\$5,376.52	\$5,645.32	\$5,786.74	\$5,929.30	\$6,078.36
29	\$4,996.78	\$5,244.88	\$5,507.10	\$5,646.40	\$5,786.74	\$5,931.48
28	\$4,877.04	\$5,120.80	\$5,376.52	\$5,510.36	\$5,649.66	\$5,791.10
27	\$4,758.46	\$4,995.68	\$5,243.78	\$5,376.52	\$5,510.36	\$5,647.50
26	\$4,645.30	\$4,877.04	\$5,120.80	\$5,247.04	\$5,379.78	\$5,514.72
25	\$4,531.04	\$4,757.36	\$4,994.62	\$5,119.70	\$5,245.96	\$5,378.70
24	\$4,424.40	\$4,645.30	\$4,877.04	\$4,998.96	\$5,123.00	\$5,252.50
23	\$4,315.56	\$4,531.04	\$4,757.36	\$4,877.04	\$4,998.96	\$5,123.00
22	\$4,213.30	\$4,424.40	\$4,646.40	\$4,761.72	\$4,880.32	\$5,002.20
21	\$4,109.92	\$4,315.56	\$4,532.12	\$4,645.30	\$4,760.64	\$4,879.24
20	\$4,010.90	\$4,212.22	\$4,423.32	\$4,533.18	\$4,647.48	\$4,762.82
19	\$3,914.04	\$4,109.92	\$4,315.56	\$4,424.40	\$4,534.28	\$4,648.56
18	\$3,821.58	\$4,012.00	\$4,213.30	\$4,317.74	\$4,426.58	\$4,536.50
17	\$3,727.98	\$3,915.12	\$4,111.02	\$4,214.40	\$4,318.84	\$4,427.66
16	\$3,638.76	\$3,821.58	\$4,012.00	\$4,113.20	\$4,215.50	\$4,319.92
15	\$3,550.62	\$3,729.08	\$3,914.04	\$4,010.90	\$4,109.92	\$4,213.30
14	\$3,464.70	\$3,637.68	\$3,819.40	\$3,915.12	\$4,013.08	\$4,114.28
13	\$3,380.88	\$3,549.54	\$3,727.98	\$3,820.50	\$3,916.22	\$4,014.18
12	\$3,299.26	\$3,464.70	\$3,637.68	\$3,729.08	\$3,822.68	\$3,917.32
11	\$3,219.84	\$3,380.88	\$3,549.54	\$3,638.76	\$3,730.16	\$3,822.68
10	\$3,143.66	\$3,299.26	\$3,464.70	\$3,550.62	\$3,639.84	\$3,731.24
9	\$3,066.40	\$3,219.84	\$3,380.88	\$3,464.70	\$3,551.72	\$3,639.84
8	\$2,993.50	\$3,141.46	\$3,299.26	\$3,381.96	\$3,465.76	\$3,552.80
7	\$2,919.48	\$3,066.40	\$3,219.84	\$3,299.26	\$3,381.96	\$3,467.94
6	\$2,850.96	\$2,994.60	\$3,143.66	\$3,222.00	\$3,302.50	\$3,385.24
5	\$2,781.30	\$2,919.48	\$3,066.40	\$3,143.66	\$3,222.00	\$3,302.50
4	\$2,716.02	\$2,850.96	\$2,994.60	\$3,069.70	\$3,146.92	\$3,224.20
3	\$2,649.64	\$2,782.40	\$2,920.58	\$2,994.60	\$3,069.70	\$3,146.92
2	\$2,585.46	\$2,714.92	\$2,850.96	\$2,921.64	\$2,995.68	\$3,069.70
1	\$2,524.50	\$2,649.64	\$2,781.30	\$2,850.96	\$2,921.64	\$2,995.68