

RESOLUTION NO. 05-17

AMENDING RESOLUTION NO. 74-16 TO REVISE THE NON-REPRESENTED SALARY SCALE RANGE ALIGNMENT BY APPROVING THE RECLASSIFICATION REQUEST FOR THE CHIEF FINANCE OFFICER TO A RANGE 39 FROM A RANGE 32.

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, the Chief Finance Officer's job description now requires this position to work at a much higher caliber than was originally outlined when hired at a Salary Range 32, to include a preference of a Certified Public Accountant to fill the position. The duties, education and knowledge required, have changed to the extent they require a higher skill set to perform the essential functions of the job. These changes meet the qualifications as outlined in the Reclassification Policy.

NOW, THEREFORE BE IT RESOLVED that the Board of County Commissioners does hereby revise the Non-Represented Salary Scale Range Alignment approving the Chief Finance Officer be placed at a Salary Range 39.

DATED this 7th day of February, 2017.


ATTEST:


Clerk of the Board

APPROVED AS TO FORM:


Tim Whitehead, Chief DPA

BOARD OF COUNTY COMMISSIONERS
MASON COUNTY, WASHINGTON


Kevin Shutty, Chair


Terri Jeffreys, Commissioner


Randy Neatherlin, Commissioner

NON-REPRESENTED 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 Deputy Director Public Works/Utilities & Waste Mgmt
43	Chief Criminal Prosecuting Attorney Public Defense Administrator
40	Deputy Director Public Works/ER&R Manager
39	Chief Finance 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 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>
10	Receptionist/Secretary
1	PBX Operator Office Assistant

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