

RESOLUTION NO. 47-17

AMENDING RESOLUTION NO. 12-17 TO REVISE THE NON-REPRESENTED SALARY SCALE RANGE ALIGNMENT

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, the Board has determined it is in the best interest of the county to consolidate, reclassify, and restructure positions within Support Services to provide mandated and essential services;

WHEREAS, the Support Services Department provides support to the Board of County Commissioners, Facilities, Parks & Trails, Budget Manager, Board of Equalization, Department of Emergency Management, Human Resources, Civil Service, Information Services, Law Library, LEOFF 1 and Veteran's Services;

WHEREAS, Mason County Personnel Policy Chapter 5.1, Salary Classification and Grades designates each regular job title within the County classified into one of the County's job classifications for salary purposes. Each job classification is designated a particular salary or salary range shown on the County's salary range alignment, which is modified periodically by the Board of County Commissioners, or as specified in the applicable union agreement.

NOW, THEREFORE BE IT RESOLVED that the Board of County Commissioners does hereby amend the Non-Represented Salary Scale Range Alignment (Attachment) to reflect the following: Reclassify the Financial Analyst from Range 26 to a Range 21; Reclassify the Personnel Analyst from Range 19 to Range 21; Reclassify the Clerk of the Board/Claims Administrator from Range 17 to Range 19 and amend the title to Clerk of the Board/Records Specialist; create Risk and Safety Compliance Manager at Range 21; create Administrative Clerk at Range 19 and delete the Assistant to the Commissioners at Range 21.

DATED this 8th day of August 2017.

ATTEST:


Clerk of the Board

BOARD OF COUNTY COMMISSIONERS
MASON COUNTY, WASHINGTON


Kevin Shutty, Chair

APPROVED AS TO FORM:


Tim Whitehead, Chief DPA


Terri Jeffreys, Commissioner
Drexler


Randy Neatherlin, Commissioner

C: Human Resources
Payroll

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 Chief Public Defender |
| 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

| 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 Manager Chief Deputy Assessor Chief Appraiser Administrative Manager |
| 28 | Engineer II Survey Supervisor |
| 27 | Administrative Supervisor Chief Deputy Elections Superintendent |
| 26 | Human Resources Analyst Grants & Contracts Analyst Engineer I |
| 25 | Program Manager I Operations & Maintenance/ER&R Administrator Therapeutic Court Program Manager I |
| 21 | Financial Analyst Risk & Safety Compliance Manager Personnel Analyst |
| 20 | Deputy Court Administrator Office Manager |
| 19 | Official Court Recorder/Judicial Assistant Official Court Recorder/Family Law Facilitator Clerk of the Board/Records Specialist Administrative Clerk |

NON-REPRESENTED SALARY RANGE ALIGNMENT

| <u>SALARY RANGE NUMBER</u> | <u>CLASSIFICATION TITLE</u> |
|---------------------------------------|---|
| 17 | Administrative Assistant |
| 13 | Administrative Secretary Legal Secretary |
| 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 |