

RESOLUTION NO. 80-99
**AMENDING RESOLUTION NO. 03-99 IMPLEMENTING A REVISED NON-UNION
SALARY RANGE PLAN AND AMENDING RESOLUTION NO. 127-98
IMPLEMENTING A REVISED NON-UNION SALARY RANGE ALIGNMENT**

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...";

WHEREAS, RCW 36.16.070 states that "...the Board shall fix the compensation of all employees...";

WHEREAS, the Board has determined that the compensation of certain non-union employees should be adjusted:

NOW, THEREFORE BE IT RESOLVED that the Board of County Commissioners does hereby amend the Non-Union Salary Range Alignment as specified in (Attachment A) effective July 1, 1999;

NOW, THEREFORE BE IT FURTHER RESOLVED that the Board of County Commissioners does hereby amend the Non-Union Salary Range Table as specified in (Attachment B) effective July 1, 1999;


NOW, THEREFORE BE IT FURTHER RESOLVED that the Board of County Commissioners does hereby adopt the conversion procedures specified in (Attachment C) unless a specific exception is authorized by the Board.


Dated this 20th day of July, 1999

BOARD OF COUNTY COMMISSIONERS

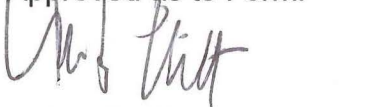
Attest:


Cynthia D. Olsen, Chairperson


Rebecca S. Rogers
Clerk of the Board


Mary Jo Cady, Commissioner

Approved as to Form:




John A. Bolender, Commissioner

Michael Clift
Chief Deputy Prosecutor

NON UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	POSITION
22	PUBLIC WORKS DIRECTOR
21	
20	CHIEF DEPUTY PROSECUTING ATTORNEY
19	COMMUNITY DEVELOPMENT DIRECTOR HEALTH SERVICES ADMINISTRATOR UNDERSHERIFF
18	ADMINISTRATIVE SERVICES DIRECTOR HUMAN RESOURCES DIRECTOR PERMIT ASSISTANCE CENTER DIRECTOR
17	CHIEF DEPUTY - SHERIFF
16	ADMINISTRATOR, PROBATION SERVICES JAIL SUPERINTENDENT
15	CHIEF ACCOUNTANT CONSTRUCTION ENGINEERING MANAGER ENGINEERING SUPPORT SERVICES MANAGER ER & R MANAGER MAINTENANCE ENGINEERING MANAGER PERSONAL HEALTH SERVICES MANAGER PROGRAM MANAGER II
14	DEPUTY ADMINISTRATOR, PROBATION EQUIPMENT SUPERVISOR INFORMATION SYSTEMS SUPERVISOR JUVENILE DETENTION MANAGER
13	BUILDING OFFICIAL CHIEF APPRAISER FACILITIES MAINTENANCE MANAGER PROGRAM MANAGER I PUBLIC WORKS ACCOUNTANT ROAD SUPERVISOR
12	ADMINISTRATIVE SUPERVISOR/TREASURER'S OFFICE DISTRICT COURT ADMINISTRATOR FAIR MANAGER HYDRAULICS ENGINEER PROJECT ENGINEER SUPERIOR COURT ADMINISTRATOR

NON UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	POSITION
11	ADMINISTRATIVE SUPERVISOR/CLERK OF THE BOARD FIRE MARSHAL
10	EMERGENCY MANAGEMENT DIRECTOR PROBATION OFFICER
9	COURT RECORDER/ARBITRATOR OFFICE ADMINISTRATOR OFFICE MANAGER
8	ADMINISTRATIVE ASSISTANT
7	ELECTIONS SUPERINTENDENT
6	ADMINISTRATIVE SECRETARY PROBATION ASSISTANT LEGAL SECRETARY
5	MAINTENANCE FOREMAN (FAIR) GIS PROGRAM COORDINATOR
4	
3	MAINTENANCE (FAIR)
2	
1	OFFICE ASSISTANT PBX OPERATOR

Non-Union
Salary Range Table
July 1, 1999

	Entry Rate	1 Year After	1 Year After	1 Year After	1 Year after	1 Year After
		Step A	Step B	Step C	Step D	Step E
Range	Step A	Step B	Step C	Step D	Step E	Step F
22	\$ 5,065	\$ 5,317	\$ 5,583	\$ 5,723	\$ 5,866	\$ 6,013
21	\$ 4,823	\$ 5,065	\$ 5,317	\$ 5,450	\$ 5,586	\$ 5,726
20	\$ 4,594	\$ 4,823	\$ 5,065	\$ 5,192	\$ 5,322	\$ 5,455
19	\$ 4,374	\$ 4,594	\$ 4,823	\$ 4,944	\$ 5,068	\$ 5,195
18	\$ 4,166	\$ 4,374	\$ 4,594	\$ 4,709	\$ 4,827	\$ 4,948
17	\$ 3,967	\$ 4,166	\$ 4,374	\$ 4,483	\$ 4,595	\$ 4,710
16	\$ 3,779	\$ 3,967	\$ 4,166	\$ 4,270	\$ 4,377	\$ 4,486
15	\$ 3,598	\$ 3,779	\$ 3,967	\$ 4,066	\$ 4,168	\$ 4,272
14	\$ 3,427	\$ 3,598	\$ 3,779	\$ 3,873	\$ 3,970	\$ 4,069
13	\$ 3,265	\$ 3,427	\$ 3,598	\$ 3,688	\$ 3,780	\$ 3,875
12	\$ 3,109	\$ 3,265	\$ 3,427	\$ 3,513	\$ 3,601	\$ 3,691
11	\$ 2,960	\$ 3,109	\$ 3,265	\$ 3,347	\$ 3,431	\$ 3,517
10	\$ 2,820	\$ 2,960	\$ 3,109	\$ 3,187	\$ 3,267	\$ 3,349
9	\$ 2,685	\$ 2,820	\$ 2,960	\$ 3,034	\$ 3,110	\$ 3,188
8	\$ 2,558	\$ 2,685	\$ 2,820	\$ 2,891	\$ 2,963	\$ 3,037
7	\$ 2,435	\$ 2,558	\$ 2,685	\$ 2,752	\$ 2,821	\$ 2,892
6	\$ 2,320	\$ 2,435	\$ 2,558	\$ 2,622	\$ 2,688	\$ 2,755
5	\$ 2,210	\$ 2,320	\$ 2,435	\$ 2,496	\$ 2,558	\$ 2,622
4	\$ 2,104	\$ 2,210	\$ 2,320	\$ 2,378	\$ 2,437	\$ 2,498
3	\$ 2,005	\$ 2,104	\$ 2,210	\$ 2,265	\$ 2,322	\$ 2,380
2	\$ 1,908	\$ 2,005	\$ 2,104	\$ 2,157	\$ 2,211	\$ 2,266
1	\$ 1,817	\$ 1,908	\$ 2,005	\$ 2,055	\$ 2,106	\$ 2,159

Non-Union Salary Adjustments Conversion Procedures

Conversion of individual employees from their current salary range to their new salary range will be based on the following guidelines:

- a) If the salary range number does not change, employees will retain their current salary and step increase date (exception--employees who have been on the top step of their current range for one year or more will receive a step increase on the new range table and a new step increase date).
- b) If the range number increases, employees will be placed on that step of the new range that provides an increase in salary and receive a new step increase date.
- c) If the range number decreases, employees will be placed on that step of the new range that provides the same salary and retain their step increase date. If no step of the new range is equal to their current salary, they will be placed on that step of the new range that provides an increase in salary and receive a new step increase date. If the top step of the new range is less than their current salary, they will be Y-Rated (frozen at their current salary except for cost of living increases) until such time as the top step of the new range equals or exceeds their current salary.