

RESOLUTION NO. 57-94  
AMENDING RESOLUTION NO. 39-94  
TO IMPLEMENT THE 1994 NON UNION SALARY PLAN  
AND RECLASSIFY SEVERAL NON UNION POSITIONS

WHEREAS, RCW 36.16.070 states that the Board of County Commissioners shall fix the salaries of all county employees;

WHEREAS, the fixing of salaries is an integral part of the Commissioners' budgeting process (RCW 36.40.080);

WHEREAS, the Board of County Commissioners recognizes the value of an equitable classification and salary schedule for Mason County's non union employees,

WHEREAS, in 1992 the Board of County Commissioners had a Classification and Salary Study completed for non-union positions and in 1993 the Board adopted the Classification portion of the Study (Resolution 41-93);

NOW, THEREBY, BE IT RESOLVED, effective 7/1/94, the Board of County Commissioners does hereby reclassify the non union positions of Fair Maintenance Foreman, Administrative Supervisor, Court Recorder/Arbitrator, Court Administrator/Superior Court, Director of Health Services, Director of General Services, and Director of Community Development. Effective 7/1/94, the Board of County Commissioners hereby approves the revised Non Union Salary Range Alignment (Attachment A) and the 1994 Salary Plan (Attachment B) (Both Attachment A and Attachment B are hereby incorporated as part of this resolution.)

BE IT FURTHER RESOLVED that the Salary Plan shall be implemented as follows:

1) Effective 7/1/94, All non union employees who a) meet the minimum qualifications of their position and b) receive a favorable recommendation from their supervisor shall be paid in accordance with the proper step in the Non Union Salary Plan.

2) Effective 7/1/94 and thereafter, all non union employees may advance (on their anniversary date in the position) through the steps in the Non Union Salary Plan if they meet the minimum qualifications of their position, receive a favorable recommendation from their supervisor and they have worked the appropriate amount of time in the position. However, if the salary of any non union employee exceeds the salary at the appropriate step in the Salary Plan, that employee's salary is frozen until the employee's salary equals the salary at the appropriate step.

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IT IS FURTHER RESOLVED that no employee may advance beyond Step A on the Salary Plan if that employee does not meet the minimum qualifications of the position.

SIGNED this 28th day of June, 1994.

BOARD OF COUNTY COMMISSIONERS

M. L. Faughender

MARV L. FAUGHENDER, CHAIRPERSON

William O. Hunter

WILLIAM O. HUNTER, COMMISSIONER

Laura E. Porter

LAURA E. PORTER, COMMISSIONER

ATTEST:

Rebecca S. Rogers

REBECCA S. ROGERS, CLERK OF THE BOARD

APPROVED AS TO FORM:

Michael Clift

MICHAEL CLIFT, CHIEF D. PROSECUTOR

## NON UNION SALARY RANGE ALIGNMENT

SALARY RANGE NUMBER	POSITION
21	PUBLIC WORKS DIRECTOR
20	HEALTH SERVICES DIRECTOR
19	UNDERSHERIFF CHIEF DEPUTY PROSECUTING ATTORNEY COMMUNITY DEVELOPMENT DIRECTOR GENERAL SERVICES DIRECTOR
18	
17	CHIEF CRIMINAL DEPUTY PROSECUTING ATTORNEY CHIEF DEPUTY - SHERIFF PERSONAL HEALTH SERVICES MANAGER
16	ADMINISTRATOR, PROBATION SERVICES ADMINISTRATIVE SERVICES DIRECTOR PLANNING MANAGER JAIL SUPERINTENDENT
15	DEPUTY PROSECUTING ATTORNEY CONSTRUCTION ENGINEERING MANAGER FIRE MARSHALL PROGRAM MANAGER II TECHNICAL ADMINISTRATOR
14	ADMINISTRATIVE/ER & R MANAGER DEPUTY ADMINISTRATOR, PROBATION MAINTENANCE ENGINEERING MANAGER
13	PROGRAM MANAGER I CHIEF ACCOUNTANT HYDRAULICS ENGINEER ADMINISTRATIVE SUPERVISOR
12	ROAD SUPERVISOR EQUIPMENT SUPERVISOR FACILITIES MAINTENANCE MANAGER CHIEF APPRAISER ADMIN SUPERV/CLK OF THE BOARD SUPERIOR COURT ADMINISTRATOR
11	PUBLIC HEALTH NURSE/COORDINATOR FAIR MANAGER PERSONNEL COORDINATOR DISTRICT COURT ADMINISTRATOR PROGRAM COORDINATOR TRANSPORTATION PLANNING SPECIALIST PUBLIC WORKS ACCOUNTANT
10	CLINICAL NURSE

## NON UNION SALARY RANGE ALIGNMENT

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SALARY RANGE NUMBER	POSITION
9	OFFICE ADMINISTRATOR PROBATION OFFICER
8	OFFICE MANAGER COURT RECORDER/ARBITRATOR
7	ADMINISTRATIVE ASSISTANT INFORMATION SERVICES TECHNICIAN
6	
5	LEGAL SECRETARY ADMINISTRATIVE SECRETARY MAINTENANCE FOREMAN (FAIR)
4	
3	MAINTENANCE (FAIR)
2	PBX OPERATOR
1	OFFICE ASSISTANT

NON UNION  
SALARY PLAN  
1994

	BEGIN.	AFTER ONE YEAR	AFTER TWO YEARS	AFTER FOUR YEARS	AFTER SIX YEARS
GRADE	STEP A	STEP B	STEP C	STEP D	STEP E
21	\$3,859	\$4,052	\$4,255	\$4,468	\$4,691
20	\$3,675	\$3,859	\$4,052	\$4,255	\$4,468
19	\$3,500	\$3,675	\$3,859	\$4,052	\$4,255
18	\$3,334	\$3,500	\$3,675	\$3,859	\$4,052
17	\$3,175	\$3,334	\$3,500	\$3,675	\$3,859
16	\$3,024	\$3,175	\$3,334	\$3,500	\$3,675
15	\$2,880	\$3,024	\$3,175	\$3,334	\$3,500
14	\$2,743	\$2,880	\$3,024	\$3,175	\$3,334
13	\$2,612	\$2,743	\$2,880	\$3,024	\$3,175
12	\$2,487	\$2,612	\$2,743	\$2,880	\$3,024
11	\$2,369	\$2,487	\$2,612	\$2,743	\$2,880
10	\$2,256	\$2,369	\$2,487	\$2,612	\$2,743
9	\$2,148	\$2,256	\$2,369	\$2,487	\$2,612
8	\$2,046	\$2,148	\$2,256	\$2,369	\$2,487
7	\$1,949	\$2,046	\$2,148	\$2,256	\$2,369
6	\$1,856	\$1,949	\$2,046	\$2,148	\$2,256
5	\$1,768	\$1,856	\$1,949	\$2,046	\$2,148
4	\$1,684	\$1,768	\$1,856	\$1,949	\$2,046
3	\$1,604	\$1,684	\$1,768	\$1,856	\$1,949
2	\$1,528	\$1,604	\$1,684	\$1,768	\$1,856
1	\$1,455	\$1,528	\$1,604	\$1,684	\$1,768