

**BOARD OF COUNTY COMMISSIONERS
COUNTY OF KITTITAS
STATE OF WASHINGTON**

RESOLUTION

NO.: 2012- 005

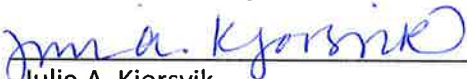
IN THE MATTER OF ADOPTING UPDATED WAGE RANGES FOR NON-UNION EMPLOYEES

- WHEREAS: Kittitas County has established Personnel Policy (5-1) *Wage Administration* which addresses the process by which wage ranges for non-Union employees are evaluated and adjusted; and
- WHEREAS: the Human Resource department conducted a survey of comparable data in 2010, and established recommended wage updates based on the data collected; and
- WHEREAS: the Board of County Commissioners see value in maintaining market equity with respect to wages and factored the recommended updates into the 2012 budget; and
- WHEREAS: the implementation of updated of wage ranges will not impact current employee wages, with the exception of those employees who fell off the bottom of the new range; those employees will be placed at the minimum of the new range;

NOW, THEREFORE BE IT RESOLVED: that the recommended wage ranges shall be adopted effective January 1, 2012, as indicated on the attachments.

ADOPTED this 18th day of January, 2012.

ATTEST:
CLERK OF THE BOARD


Julie A. Kjorsvik

**BOARD OF COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Alan Crankovich, Chairman

ABSENT

Obie O'Brien, Vice-Chairman


Paul Jewell, Commissioner



UN	GR	OCC	JOB TITLE (27 Characters)	MIN	MED	MAX	COMP MEDIAN	MIN	MED	MAX
40	102	1402	ROAD FOREMAN	\$3,033	\$3,519	\$4,004	\$	\$	\$ 4,156	\$
30	103	1303	CDS DIRECTOR	\$5,027	\$5,831	\$6,635	\$	\$	\$ 6,397	\$
30	106	1306	PUBLIC HEALTH ADMINISTRATOR	\$4,247	\$4,926	\$5,605	\$	\$	\$ 5,917	\$
40	107	1407	CLERK OF THE BOARD	\$3,293	\$3,820	\$4,347	\$	\$	\$ 4,090	\$
30	108	1308	FACILITIES MTNC DIRECTOR	\$3,640	\$4,222	\$4,805	\$	\$	\$ 3,938	NO CHANGE
30	109	1309	IS DIRECTOR	\$4,247	\$4,926	\$5,605	\$	\$	\$ 5,532	\$ 4,853
30	110	1310	DISTRICT COURT ADMIN	\$3,640	\$4,222	\$4,805	\$	\$	NO CHANGE	NO CHANGE
30	111	1311	PROBATION SERVICES DIRECTOR	\$4,333	\$5,027	\$5,720	\$	\$	\$ 5,552	\$ 4,853
30	112	1312	COMMANDER (Chief Civil)	\$3,987	\$4,624	\$5,262	\$	\$	NO CHANGE	NO CHANGE
30	113	1313	OFFICE ADMINISTRATOR	\$2,773	\$3,217	\$3,661	\$	\$	\$ 3,555	\$ 3,120
30	114	1314	UNDERSHERIFF	\$4,247	\$4,926	\$5,605	\$	\$	\$ 5,317	\$ 4,593
30	116	1316	MAINTENANCE MANAGER	\$3,640	\$4,222	\$4,805	\$	\$	\$ 4,851	\$ 4,247
30	118	1318	PUBLIC WORKS DIRECTOR	\$5,547	\$6,434	\$7,321	\$	\$	\$ 7,386	\$ 6,413
30	119	1319	SUPERIOR COURT ADMIN	\$3,467	\$4,021	\$4,576	\$	\$	NO CHANGE	NO CHANGE
30	120	1320	FIRE MARSHAL	\$4,767	\$5,529	\$6,292	\$	\$	no direct comps	no direct comps
30	122	1322	SOLID WASTE DIRECTOR	\$3,900	\$4,524	\$5,148	\$	\$	\$ 4,619	\$ 3,987
40	124	1424	SHOP FOREMAN	\$3,033	\$3,519	\$4,004	\$	\$	\$ 3,921	\$ 3,380
30	148	1348	NOXIOUS WEED PROGRAM COORD	\$3,293	\$3,820	\$4,347	\$	\$	\$ 4,077	\$ 3,553
30	150	1350	HUMAN RESOURCE DIRECTOR	\$3,987	\$4,624	\$5,262	\$	\$	\$ 5,359	\$ 4,680
40	205	2405	DIVERSION COORDINATOR	\$2,600	\$3,016	\$3,432	\$	\$	\$ 3,318	\$ 2,860
40	210	2410	PLANNER II	\$3,467	\$4,021	\$4,576	\$	\$	NO CHANGE	NO CHANGE
30	211	2311	CHIEF PROBATION OFFICER	\$3,467	\$4,021	\$4,576	\$	\$	\$ 4,132	\$ 3,640
40	212	2412	PLANNER I	\$3,033	\$3,519	\$4,004	\$	\$	NO CHANGE	NO CHANGE
30	213	2313	GIS ANALYST	\$3,467	\$4,021	\$4,576	\$	\$	NO CHANGE	NO CHANGE
30	214	2314	DEPUTY PROSECUTOR I	\$3,813	\$4,423	\$5,034	\$	\$	NO CHANGE	NO CHANGE
30	215	2315	DEPUTY PROSECUTOR II	\$4,160	\$4,826	\$5,491	\$	\$	NO CHANGE	NO CHANGE
30	217	2317	DEPUTY PROSECUTOR III	\$5,373	\$6,233	\$7,093	\$	\$	NO CHANGE	NO CHANGE
40	218	2418	PARALEGAL-SUP ENFORCE	\$2,513	\$2,915	\$3,318	internal parity	\$	\$ 2,773	\$ 3,217
40	219	2419	COURT REPORTER	\$3,033	\$3,519	\$4,004	\$	\$	\$ 3,847	\$ 3,380
40	220	2420	HR REPRESENTATIVE	\$2,860	\$3,318	\$3,775	\$	\$	\$ 3,642	\$ 3,207
30	221	2321	SOLID WASTE SPECIALIST	\$3,120	\$3,619	\$4,118	internal parity	\$	\$ 3,207	\$ 3,720
30	223	2323	BUDGET & FINANCE MANAGER	\$4,073	\$4,725	\$5,377	\$	\$	\$ 4,781	\$ 4,160
30	224	2324	TRANSPORTATION MANAGER	\$3,640	\$4,222	\$4,805	\$	\$	\$ 4,688	\$ 4,073
40	225	2425	ENGINEER TECHNICIAN I	\$2,773	\$3,217	\$3,661	\$	\$	NO CHANGE	NO CHANGE
30	226	2526	CONSTRUCTION MANAGER	\$3,640	\$4,222	\$4,805	\$	\$	\$ 4,519	\$ 3,900
30	227	2327	ASST JCA/PROBATION MANAGER	\$3,467	\$4,021	\$4,576	\$	\$	\$ 4,455	\$ 3,900
30	230	2330	APPLICATION DEVELOPMENT MGR	\$3,640	\$4,222	\$4,805	\$	\$	\$ 4,503	\$ 3,900
40	233	2433	HEALTH EDUCATOR	\$2,513	\$2,915	\$3,318	\$	\$	\$ 3,693	\$ 3,207
40	235	2435	PLANNER I - PW	\$3,033	\$3,519	\$4,004	\$	\$	NO CHANGE	NO CHANGE
30	236	2336	PUBLIC HEALTH NURSE II	\$3,727	\$4,323	\$4,919	\$	\$	NO CHANGE	NO CHANGE
30	237	2337	AIRPORT MANAGER	\$3,640	\$4,222	\$4,805	\$	\$	no direct comps	no direct comps
40	238	2438	INVEST/ENFORCEMENT OFFICER	\$2,773	\$3,217	\$3,661	\$	\$	\$ 3,472	\$ 3,033
30	239	2339	ENVIRONMENTAL HEALTH SPEC 1	\$3,120	\$3,619	\$4,118	\$	\$	\$ 3,677	\$ 3,207
30	240	2340	ENVIRONMENTAL HEALTH SPEC 2	\$3,293	\$3,820	\$4,347	\$	\$	\$ 3,881	\$ 3,380
40	241	2441	PERMIT TECHNICIAN	\$2,513	\$2,915	\$3,318	\$	\$	\$ 3,218	\$ 2,773
40	242	2442	BUILDING INSPECTOR	\$2,947	\$3,418	\$3,890	\$	\$	\$ 3,583	\$ 3,120
40	243	2443	PLANS EXAMINER	\$3,293	\$3,820	\$4,347	\$	\$	\$ 3,815	NO CHANGE

UN	GR	OCC	JOB TITLE (27 Characters)	MIN	MED	MAX	COMP MEDIAN	MIN	MED	MAX					
30	244	2344	SYSTEM ADMINISTRATOR	\$3,467	\$4,021	\$4,576	\$	4,557	\$	3,987	\$	4,624	\$	5,262	
30	245	2345	EMS COORDINATOR	\$3,207	\$3,720	\$4,233				no direct comps					
30	247	2347	BLENDED (237 & 360)	\$3,380	\$3,921	\$4,462				NO CHANGE					
40	248	2448	PROGRAM ASSISTANT	\$2,253	\$2,614	\$2,974	internal parity			\$	2,513	\$	2,915	\$	3,318
40	251	2451	SERVICE DESK SPECIALIST	\$2,600	\$3,016	\$3,432	\$	3,564	\$	3,120	\$	3,619	\$	4,118	
40	253	2453	CRIME VICTIM SPECIALIST	\$2,513	\$2,915	\$3,318	\$	3,018	\$	2,687	\$	3,116	\$	3,546	
30	255	2355	COMMUNITY OUTREACH WORKER	\$2,253	\$2,614	\$2,974	internal parity			\$	2,513	\$	2,915	\$	3,318
30	256	2356	HEALTH PROMOTION SUPERVISOR	\$3,553	\$4,122	\$4,690	match EHS Spvr			\$	4,247	\$	4,926	\$	5,605
30	262	2362	FINANCE SYSTEM MANAGER	\$3,640	\$4,222	\$4,805	\$	4,272	\$	3,727	\$	4,323	\$	4,919	
40	263	2463	ASSISTANT COORDINATOR	\$2,947	\$3,418	\$3,890	adjusted in 2009			NO CHANGE					
30	265	2365	WEB DEVELOPER	\$3,033	\$3,519	\$4,004	\$	4,055	\$	3,553	\$	4,122	\$	4,690	
40	269	2469	SEXUAL ASSAULT INTERVIEWER	\$2,860	\$3,318	\$3,775				no direct comps					
40	271	2471	PUBLIC HEALTH NURSE II	\$3,727	\$4,323	\$4,919	\$	4,031	NO CHANGE						
40	272	2472	ENVIRONMENTAL HEALTH SPEC 2	\$3,293	\$3,820	\$4,347	\$	3,881	\$	3,380	\$	3,921	\$	4,462	
40	273	2473	ASSESSMENT COORDINATOR II	\$3,033	\$3,519	\$4,004				no direct comps					
30	277	2377	COUNTY ENGINEER	\$5,373	\$6,233	\$7,093	\$	6,868	\$	5,980	\$	6,937	\$	7,893	
30	277	2377	COUNTY ENGINEER	\$4,767	\$5,529	\$6,292									
30	279	2379	EMERGENCY RESPONSE SPEC	\$3,727	\$4,323	\$4,919	\$	4,031	NO CHANGE						
40	281	2481	BLENDED (253 & 269)	\$2,687	\$3,116	\$3,546	prorated blend			\$	2,756	\$	3,197	\$	3,638
40	286	2486	ENGINEER TECHNICIAN II	\$3,207	\$3,720	\$4,233	\$	3,660	NO CHANGE						
40	287	2487	ASSESSMENT COORDINATOR I	\$2,860	\$3,318	\$3,775				no direct comps					
40	289	2489	PLANNER II	\$3,457	\$4,021	\$4,576	\$	3,877	NO CHANGE						
40	290	2490	NOXIOUS WEED LEAD INSPECTOR	\$1,907	\$2,212	\$2,517	\$	2,834	\$	2,513	\$	2,915	\$	3,318	
30	293	2393	COMMUNITY HEALTH SVCS SPVR	\$3,813	\$4,423	\$5,034	\$	4,523	\$	4,247	\$	4,926	\$	5,605	
30	294	2394	ENVIRONMENTAL HEALTH SPVR	\$3,553	\$4,122	\$4,690	\$	4,862	\$	4,247	\$	4,926	\$	5,605	
40	295	2495	DEPUTY FIRE MARSHAL	\$3,293	\$3,820	\$4,347				no direct comps					
40	298	2498	EMERGENCY RESPONSE SPEC	\$3,727	\$4,323	\$4,919	\$	4,031	NO CHANGE						
40	305	3405	LEGAL SECRETARY II	\$2,427	\$2,815	\$3,203	\$	2,997	\$	2,600	\$	3,016	\$	3,432	
40	306	3406	RECEPTIONIST - PROS	\$1,820	\$2,111	\$2,402	\$	2,277	\$	1,993	\$	2,312	\$	2,631	
30	308	3308	ADMINISTRATIVE ASSISTANT II	\$2,427	\$2,815	\$3,203	\$	2,936	\$	2,600	\$	3,016	\$	3,432	
40	310	3410	LEGAL SECRETARY III	\$2,513	\$2,915	\$3,318	\$	3,137	\$	2,773	\$	3,217	\$	3,661	
40	312	3412	PUBLIC HEALTH CLERK II	\$2,253	\$2,614	\$2,974	internal parity			\$	2,513	\$	2,915	\$	3,318
40	329	3429	LEGAL SECRETARY I	\$2,253	\$2,614	\$2,974	internal parity			\$	2,513	\$	2,915	\$	3,318
40	342	3442	PUBLIC HEALTH CLERK I	\$1,820	\$2,111	\$2,402	\$	2,277	\$	1,993	\$	2,312	\$	2,631	
40	354	3454	DEPUTY CLERK OF THE BOARD	\$2,253	\$2,614	\$2,974	\$	2,886	\$	2,513	\$	2,915	\$	3,318	
40	357	3457	RESTITUTION SPECIALIST	\$2,253	\$2,614	\$2,974	internal parity			\$	2,513	\$	2,915	\$	3,318
30	360	3360	ADMINISTRATIVE ASSISTANT - PW	\$2,427	\$2,815	\$3,203	\$	2,936	\$	2,600	\$	3,016	\$	3,432	
30	376	3376	ADMINISTRATIVE ASSISTANT III	\$2,947	\$3,418	\$3,890	\$	3,555	\$	3,120	\$	3,619	\$	4,118	
40	381	3481	HUMAN RESOURCE ASSOCIATE	\$1,993	\$2,312	\$2,631	\$	2,547	\$	2,253	\$	2,614	\$	2,974	
30	387	3387	ASSISTANT DIRECTOR	\$3,640	\$4,222	\$4,805				NO CHANGE					
40	405	4405	TRAFFIC TECHNICIAN	\$2,860	\$3,318	\$3,775	\$	3,240	NO CHANGE						
needs new code			COMMANDER (Jail Admin)	\$3,987	\$4,624	\$5,262	\$	5,169	\$	4,507	\$	5,228	\$	5,949	

- 1) Recommend one range for County Engineer instead of two.
- 2) Recommend Office Administrator (PRS) become Administrative Assistant III to match all other like positions.
- 3) Need new code for Jail Commander