

Kittitas County Human Resources

Agenda Staff Report

AGENDA DATE:

2/20/2013

ACTION REQUESTED:

Request to Approve a Resolution Adopting Updated Wage Ranges for Non-Union Employees

BACKGROUND:

During the 2013 budget cycle the Board of County Commissioners were committed to adjusting wage ranges for non-union employees, even if wage increases for individual employees could not be granted.

The Kittitas County Personnel Policy, (5-1) Wage Administration, sets forth the manner by which wage ranges for non-union employees are reviewed and updated. During years when a market study is not conducted the Board may determine a set amount by which ranges will grow.

For 2013 the Board considered the average of the 2012 January - June CPI, which equated to 2%. Based on this, all wage ranges for non-union employees will be adjusted by 2% as per the attached document.

The implementation of updated of wage ranges will not impact current employee wages, with the exception of any employees who fell off the bottom of the new range; those employees will be placed at the minimum of the new range

INTERACTION:

Board of County Commissioners
Judy Pless, Budget & Finance Manager
Lisa Young, HR Director
Kittitas County Management Team

RECOMMENDATION:

HR recommends approval of the attached Resolution adopting updated wage ranges for non-Union employees.

HANDLING:

Please return one original to HR.

LEAD STAFF:

Lisa Young