



Snohomish County Council

Committee: Finance
ECAF: 2022-0612
Proposal: Mot. 22-261

Analyst: Jim Martin
Date: June 16, 2022

Consideration:

To approve a change in the Management Exempt Employee Compensation Plan, Classification Plan, and Salary Range Tables, and associated reassignment of the Medical Examiner and Associate Medical Examiner positions to a new salary range.

Background

Current Snohomish County Compensation Plan and adopted Classification Plan and Salary Tables include ranges 199 and 101 through 118 (low to high). In the Council adopted 2022 budget, the Chief Medical Examiner is classified in salary range 119, and the Medical Examiner Associate positions are classified in salary range 117. Due to market conditions, comparable position salaries, and difficulty recruiting for these positions, the Personnel Director is recommending an additional higher salary range of 119, and also recommends reassigning the Chief Medical Examiner position to salary range 119, and the Medical Examiner Associate position be reassigned to salary range 118.

Current Proposal

This motion updates the Classification and Salary Range Table to add salary range 119, and reassigns the two Medical Examiner Associate positions from salary range 117 to salary range 118, and reassigns the Chief Medical Examiner position from salary range 118 to 119. There is currently an approximate 10% increase in salary between ranges. At the top step for all three positions, the additional cost in salary would be approximately \$70,500.

Duration: N/A

Fiscal Implications: N/A

2022 Budget: N/A

Future Budget Impacts: None.

Handling: Expedite

Approved-as-to-form: YES

Risk Management: N/A.

Executive Recommendation: APPROVE.

Attachments: See ECAF packet.

Amendments: NONE.

Request: Move to Council for consideration.