



**Snohomish County Council**

**Committee:** Community Safety and Justice  
**ECAF:** 2023-0611  
**Motion:** 23-256

**Analyst:** Nicole Gorle  
**Date:** June 20, 2023

**Consideration:**

Motion 23-256 would approve the reclassification of the Health Services Administrator under Corrections from a pay grade 112 to 114.

**Background:**

Snohomish County Code 3.69.040 vests the authority for approving changes to pay grades for positions within the management exempt compensation plan with the County Council. This is typically approved through the annual budget process; however departments periodically have mid-year pay grade reclassification requests which require approval by council through a motion.

The Health Services Administrator (HAS) is the supervisor of the Corrections Medical Unit. Due to salary compression, some subordinates make more than the HAS. The position is currently vacant and the Sheriff’s Office would like to change the pay grade for this position prior to filling the position.

**Current Proposal:**

*Scope:* Approve a pay range increase for the Health Services Administrator, COR9295R, from a pay grade 112 to 114.

*Duration:* Ongoing

*Fiscal Impact:* The adopted budget had this position at a step 12. Actual impact to the departments budget will depend on what step the new employee is hired at, however there is sufficient funds within the Sheriff’s current budget to cover this increased cost.

<b>Pay Grade</b>	<b>Min</b>	<b>Max</b>
112	\$106,839.13	\$150,970.26
114	\$129,796.47	\$183,406.16
<i>Difference</i>	<b>\$ 22,957.34</b>	<b>\$ 32,435.90</b>

**2023 Budget:** Yes

**Future Budget Impact:** Yes

**Handling:** Urgent

**Approved-as-to-form:** n/a

**Risk Management:** n/a

**Executive Recommendation:** Approve

**Request:** For council to consider taking action.