

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 23-121

MODIFICATION OF THE SHERIFF'S OFFICE
EXEMPT EMPLOYEES SALARY SCHEDULE

WHEREAS, SCC 3.68.050 provides that exempt employees of the Sheriff's Office shall be covered by the Sheriff's Office Exempt Compensation Plan, and the salary range shall be established by the Human Resources Director and approved by the County Executive and County Council; and

WHEREAS, there exists a disparity caused by the creation of additional compensation for represented Captains creating compression to the exempt pay schedule; and

WHEREAS, the attached schedules reinstate a 6% pay grade differential between Captain and Major, a 12% differential between Captain and Bureau Chief, and a 23% differential between Captain and the Undersheriff; and

WHEREAS, the differentials will eliminate any compression and provide parity to employees in the Exempt Salary Schedule through a one time pay adjustment effective for April 1, 2023 and a new pay plan effective May 1, 2023, attached as Exhibits A and B, respectively, to this motion;

NOW, THEREFORE, ON MOTION, the Snohomish County Sheriff's Exempt Employees Salary Schedules, attached hereto as Exhibits A and B, are hereby approved.

PASSED this 29th day of March, 2023.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council

EXHIBIT A
SNOHOMISH COUNTY HUMAN RESOURCES
2023 SHERIFF'S OFFICE SALARY SCHEDULE
MANAGEMENT EXEMPT EMPLOYEES
Proposed wages based on Captain changes 04.01.2021/04.01.2022/04.01.2023
Effective 04.01.2023 – 04.30.2023

Pay Grade Explanation	Monthly Rates
Alonzo Downing, Major. Employed three months in 2021 at 605 Step 4, three months in 2022 at 605 Step 4, six months in 2022 at 605 Step 5, three months in 2022 at 605 Step 6, three months in 2023 at 605 Step 6, and one month at 605 Step 7 in 2023.	\$37,172.56
Norm Link, Bureau Chief. Employed six months at 606 Step 6 in 2021, three months at 606 Step 6 in 2022, six months at 606 step 7 in 2022, three months at 606 Step 8 in 2022, three months at 606 step 8 in 2023, and one month at 606 step 9 in 2023.	\$44,550.24
Mark Richardson, Bureau Chief. Employed six months at 606 Step 6 in 2021, three months at 606 Step 6 in 2022, six months at 606 step 7 in 2022, three months at 606 Step 8 in 2022, three months at 606 step 8 in 2023, and one month at 606 step 9 in 2023.	\$44,550.24
Scott Robertson, Bureau Chief. Employed two months at 606 Step 7 in 2021, nine months at 606 Step 7 in 2022, three months at 606 Step 8 in 2022, three months at 606 Step 8 in 2023, and one month at 606 Step 9 in 2023.	\$40,846.78
Jamie Kane, Bureau Chief. Employed nine months at 606 Step 10 in 2021, three months at 606 Step 10 in 2022, nine months at 606 Step 10 in 2022, three months at 606 Step 10 in 2023, and one month at 606 Step 10 in 2023.	\$47,035.65
Ian Huri, Bureau Chief. Employed seven months at 606 Step 6 in 2021, Undersheriff. Employed at 607 Step 5 two months in 2021, three months at 607 Step 5 in 2022, six months at 607 step 5 in 2022, three months at 607 step 6 in 2022, three months at 607 Step 6 in 2023, and one month at 607 Step 7 in 2023.	\$46,416.02

2023 SHERIFF'S OFFICE EXEMPT SALARY SCHEDULE

Effective 5-1-2023
40 HOUR (Monthly, Hourly & Annual Rates)

POSITION	PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
MAJOR	605	13,440.62	13,785.25	14,138.72	14,501.25	14,873.08	15,254.44	15,645.58	16,046.75	16,458.20	16,880.20
	605	77.542	79.530	81.570	83.661	85.806	88.006	90.263	92.577	94.951	97.386
	605	161,287.44	165,423.00	169,664.64	174,015.00	178,476.96	183,053.28	187,746.96	192,561.00	197,498.40	202,562.40
BUREAU CHIEF	606	14,201.41	14,565.55	14,939.03	15,322.08	15,714.95	16,117.90	16,531.18	16,955.06	17,389.80	17,835.69
	606	81.931	84.032	86.187	88.397	90.663	92.988	95.372	97.818	100.326	102.898
	606	170,416.92	174,786.60	179,268.36	183,864.96	188,579.40	193,414.80	198,374.16	203,460.72	208,677.60	214,028.28
UNDERSHERIFF	607	15,596.19	15,996.09	16,406.25	16,826.92	17,258.38	17,700.90	18,154.77	18,620.28	19,097.72	19,587.41
	607	89.978	92.285	94.651	97.078	99.568	102.121	104.739	107.425	110.179	113.004
	607	187,154.28	191,953.08	196,875.00	201,923.04	207,100.56	212,410.80	217,857.24	223,443.36	229,172.64	235,048.92