



# Committee of the Whole

Jim Martin

**Council Initiated:**

Yes

No

**ECAF:** 2024-0363

**Motion:** 24-129

**Type:**

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

**Requested Handling:**

- Normal
- Expedite
- Urgent

**Fund Source:**

- General Fund
- Other
- N/A

**Executive Rec:**

- Approve
- Do Not Approve
- N/A

**Approved as to**

**Form:**

- Yes
- No
- N/A

**Subject:** Modification of the Sheriff’s Office Exempt Employees salary schedule.

**Scope:** This motion approves the 2024 salary schedule for exempt employees in the Sheriff’s Office. To maintain 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, an adjustment to the salary schedule is necessary in light of the 4.51% wage increase the Sheriff’s Office Management Team received as part of their collective bargaining agreement.

**Duration:** Effective April 1, 2024

**Fiscal Impact:**  Current Year  Multi-Year  N/A

Expenditures	Current Year	2024	2025	2026	2027	Total
						0
						0
<b>Total's</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Revenue	Current Year	2024	2025	2026	2027	Total
						0
						0
<b>Total's</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Authority Granted:** N/A

**Background:** Snohomish County Code 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. After completion of negotiations with the Deputy Sheriff’s Association, and adjustments to the Sheriff’s Office Management Team, it is now recommended that adjustments be made to the Major, Bureau Chief and Undersheriff positions to restore pay grade differentials.

**Requested Action:** Move to GLS on March 27<sup>th</sup> for consideration.