

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

MOTION NO. 22-349

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

WHEREAS, SCC 3.68.050 and SCC 3.69.010 provide that all exempt employees other than superior court commissioners and exempt employees in the sheriff's office shall be covered by the management and exempt compensation plan (the "Compensation Plan"); and

WHEREAS, SCC 3.69.040 provides that salary ranges for the Compensation Plan are established in the Classification Plan and Salary Range Tables submitted by the personnel director for approval by Council; and

WHEREAS, the adopted Compensation Plan and adopted Classification Plan and Salary Range Tables include pay ranges 199 and 101 through 119 (low to high); and

WHEREAS, the Classification Plan and Salary Range Tables as adopted in the 2022 Annual Budget assign two Medical Examiner Associate positions to salary range 117 and the Chief Medical Examiner to salary range 118; and

WHEREAS, on June 21, 2022, Council approved Motion 22-261, modifying the Compensation Plan to assign the two Medical Examiner Associate positions, MED2472R and MED2473R, from salary range 117 to 118; and assign the Chief Medical Examiner position, MED 2470R from salary range 118 to 119; and

WHEREAS, the Personnel Director has identified an additional need for and recommends an additional higher salary range of 120 due to market conditions, comparable position salaries and continued difficulty recruiting for the Medical Examiner Associate and Chief Medical Examiner positions; and

WHEREAS, the Personnel Director has submitted an updated Classification Plan and Salary Range Table that includes salary range 120; and

WHEREAS, the Personnel Director recommends that the Medical Examiner Associate position be reassigned from salary range 118 to 119 due to market conditions that prevent the Medical Examiner's Office from recruiting and retaining Medical Examiner Associates; and

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WHEREAS, the Personnel Director recommends reassigning the Chief Medical Examiner position from salary range 119 to 120 due to the position's assigned roles and responsibilities, comparable positions, market conditions and salary compression; and

WHEREAS, the 2022 Adopted Budget includes sufficient funding for the recommended changes to the Classification Plan and Salary Range Tables and reassignment of positions under the Compensation Plan; and

NOW, THEREFORE, ON MOTION, the Snohomish County Council approves the following:

1. The updated Classification and Salary Range Tables submitted by the Personnel Director to add salary range 120; and
2. The modified Compensation Plan to reflect reassignment of the two Medical Examiner Associate positions, MED2472R and MED2473R, from salary range 118 to 119, and reassignment of the Chief Medical Examiner position, MED2470R, from salary range 119 to 120.

DATED this 23<sup>rd</sup> day of August, 2022

SNOHOMISH COUNTY COUNCIL  
Snohomish County, Washington

  
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Council Chair

ATTEST:

  
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Asst. Clerk of the Council