



Snohomish County Council

Committee: COW
ECAF: 22-0791
Proposal: Mot. 22-349

Analyst: Heidi Beazizo
Date: August 18, 2022

Consideration

The Executive's Office requests Council consider approving proposed Motion 22-349 which would approve and authorize

Background

Currently, the Compensation Plan that covers management and exempt employees (with a few exceptions) includes pay ranges 199 and 101-119 (low to high). This compensation plan is subject to approval by the Council following submission by the Personnel Director.

The County Council approved Motion 22-261¹ on June 21, 2022, modifying the compensation plans of the Medical Examiner Associate position (moved from a 117 to 118) and the Chief Medical Examiner Position (moved from a 118 to 119); each position was approved to move up one range in salary.

The Personnel Director believes that an additional range of 120 is necessary to competitively recruit and fill the Medical Examiner Associate and Chief Medical Examiner positions and recommends that the Medical Examiner Associate be moved up to a 119 on the scale and the Chief Medical Examiner be moved up to the newly established 120.

Current Proposal

Scope: Motion 22-349 requests the approval of three actions:

1. Update of the Classification and Salary Range Table to include a salary range 120
2. Reassign the two Medical Examiner Positions (MED2472R and MED2473R) to salary range 119
3. Reassign the Chief Medical Examiner position (MED2470R) to salary range 120

Duration: N/A

Fiscal Implications: The Management and Exempt Rate Table is attached to this staff report. Range 120 begins at \$215,477.28 and ends at \$304,463.64. There is a 9.3% increase over Range 119.

2022 Budget: The 2022 budget includes sufficient appropriations to cover the increase in salary.

Future Budget Impacts: LIKELY. Increased salaries and benefits appropriations may be necessary to cover the higher salary range.

Handling: EXPEDITE

Approved-as-to-form: N/A

Risk Management: FYI provided

Executive Recommendation: YES

Attachment: NEW F100 – Management and Exempt Rate Table – Eff 1.1.2022.xls

Request: Assign to COW at Admin on August 23rd for Council to consider taking action.

¹ [Snohomish County Council - File #: 2022-0612 \(legistar.com\)](#)

2022 MANAGEMENT & EXEMPT SALARY SCHEDULE

Effective 1-1-2022															
40 HOUR (Monthly, Hourly & Annual Rates) 3.0% COLA															
PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
101	2,825.90	2,896.75	2,969.26	3,043.46	3,119.60	3,197.52	3,277.49	3,359.66	3,444.04	3,530.00	3,618.18	3,708.88	3,801.71	3,896.68	3,993.96
101	16.303	16.712	17.130	17.558	17.998	18.447	18.909	19.383	19.869	20.365	20.874	21.397	21.933	22.481	23.042
101	33,910.80	34,761.00	35,631.12	36,521.52	37,435.20	38,370.24	39,329.88	40,315.92	41,328.48	42,360.00	43,418.16	44,506.56	45,620.52	46,760.16	47,927.52
102	3,114.90	3,192.53	3,272.79	3,354.69	3,438.44	3,524.55	3,612.61	3,702.98	3,795.87	3,890.80	3,987.93	4,087.98	4,189.99	4,295.01	4,402.13
102	17.971	18.418	18.881	19.354	19.837	20.334	20.842	21.363	21.899	22.447	23.007	23.585	24.173	24.779	25.397
102	37,378.80	38,310.36	39,273.48	40,256.28	41,261.28	42,294.60	43,351.32	44,435.76	45,550.44	46,689.60	47,855.16	49,055.76	50,279.88	51,540.12	52,825.56
103	3,433.13	3,519.15	3,607.16	3,697.57	3,789.99	3,884.66	3,981.91	4,081.84	4,183.66	4,288.39	4,395.49	4,505.41	4,617.95	4,733.43	4,851.86
103	19.807	20.303	20.811	21.332	21.865	22.412	22.973	23.549	24.137	24.741	25.359	25.993	26.642	27.308	27.992
103	41,197.56	42,229.80	43,285.92	44,370.84	45,479.88	46,615.92	47,782.92	48,982.08	50,203.92	51,460.68	52,745.88	54,064.92	55,415.40	56,801.16	58,222.32
104	3,784.26	3,878.76	3,975.89	4,075.50	4,177.31	4,281.95	4,389.07	4,498.93	4,611.38	4,726.83	4,844.91	4,966.12	5,090.37	5,217.74	5,347.91
104	21.832	22.377	22.938	23.513	24.100	24.704	25.322	25.955	26.604	27.270	27.951	28.651	29.368	30.102	30.853
104	45,411.12	46,545.12	47,710.68	48,906.00	50,127.72	51,383.40	52,668.84	53,987.16	55,336.56	56,721.96	58,138.92	59,593.44	61,084.44	62,612.88	64,174.92
105	4,170.89	4,275.66	4,382.60	4,492.07	4,604.44	4,719.76	4,837.72	4,958.80	5,082.60	5,209.68	5,340.24	5,473.63	5,610.23	5,750.47	5,894.29
105	24.063	24.667	25.284	25.916	26.564	27.229	27.910	28.608	29.323	30.056	30.809	31.579	32.367	33.176	34.006
105	50,050.68	51,307.92	52,591.20	53,904.84	55,253.28	56,637.12	58,052.64	59,505.60	60,991.20	62,516.16	64,082.88	65,683.56	67,322.76	69,005.64	70,731.48
106	4,597.41	4,712.46	4,830.27	4,951.35	5,075.27	5,202.04	5,332.07	5,465.73	5,602.46	5,742.41	5,885.79	6,032.97	6,183.79	6,338.41	6,496.74
106	26.524	27.187	27.867	28.565	29.280	30.012	30.762	31.533	32.322	33.129	33.956	34.806	35.676	36.568	37.481
106	55,168.92	56,549.52	57,963.24	59,416.20	60,903.24	62,424.48	63,984.84	65,588.76	67,229.52	68,908.92	70,629.48	72,395.64	74,205.48	76,060.92	77,960.88
107	5,067.23	5,194.42	5,324.12	5,457.36	5,593.77	5,733.52	5,877.28	6,024.04	6,174.85	6,329.19	6,487.52	6,649.64	6,816.17	6,986.21	7,160.61
107	29.234	29.968	30.716	31.485	32.272	33.078	33.907	34.754	35.624	36.515	37.428	38.363	39.324	40.305	41.311
107	60,806.76	62,333.04	63,889.44	65,488.32	67,125.24	68,802.24	70,527.36	72,288.48	74,098.20	75,950.28	77,850.24	79,795.68	81,794.04	83,834.52	85,927.32
108	5,585.41	5,725.28	5,868.45	6,015.20	6,165.44	6,319.94	6,478.10	6,640.08	6,806.18	6,975.92	7,150.85	7,329.36	7,512.38	7,700.17	7,892.79
108	32.224	33.030	33.856	34.703	35.570	36.461	37.374	38.308	39.266	40.246	41.255	42.285	43.341	44.424	45.535
108	67,024.92	68,703.36	70,421.40	72,182.40	73,985.28	75,839.28	77,737.20	79,680.96	81,674.16	83,711.04	85,810.20	87,952.32	90,148.56	92,402.04	94,713.48
109	6,156.18	6,310.11	6,468.12	6,629.92	6,795.91	6,965.66	7,140.11	7,318.54	7,501.46	7,689.16	7,881.36	8,078.39	8,280.56	8,487.30	8,699.63
109	35.516	36.404	37.316	38.250	39.207	40.187	41.193	42.222	43.278	44.361	45.469	46.606	47.772	48.965	50.190
109	73,874.16	75,721.32	77,617.44	79,559.04	81,550.92	83,587.92	85,681.32	87,822.48	90,017.52	92,269.92	94,576.32	96,940.68	99,366.72	101,847.60	104,395.56
110	6,785.64	6,955.24	7,129.40	7,307.67	7,490.76	7,677.84	7,869.66	8,066.37	8,268.29	8,475.04	8,686.70	8,903.86	9,126.58	9,354.59	9,588.75
110	39.148	40.126	41.131	42.160	43.216	44.295	45.402	46.537	47.702	48.894	50.116	51.368	52.653	53.969	55.320
110	81,427.68	83,462.88	85,552.80	87,692.04	89,889.12	92,134.08	94,435.92	96,796.44	99,219.48	101,700.48	104,240.40	106,846.32	109,518.96	112,255.08	115,065.00
111	7,479.46	7,665.98	7,858.03	8,054.51	8,256.09	8,462.52	8,673.96	8,890.96	9,113.53	9,341.21	9,574.97	9,814.13	10,059.45	10,311.26	10,568.87
111	43.151	44.227	45.335	46.468	47.631	48.822	50.042	51.294	52.578	53.892	55.240	56.620	58.035	59.488	60.974
111	89,753.52	91,991.76	94,296.36	96,654.12	99,073.08	101,550.24	104,087.52	106,691.52	109,362.36	112,094.52	114,899.64	117,769.56	120,713.40	123,735.12	126,826.44

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112	8,243.76	8,449.77	8,661.18	8,877.64	9,099.89	9,327.29	9,560.59	9,799.89	10,044.67	10,295.83	10,553.48	10,817.13	11,087.83	11,364.70	11,648.94
112	47.560	48.749	49.968	51.217	52.499	53.811	55.157	56.538	57.950	59.399	60.885	62.407	63.968	65.566	67.205
112	98,925.12	101,397.24	103,934.16	106,531.68	109,198.68	111,927.48	114,727.08	117,598.68	120,536.04	123,549.96	126,641.76	129,805.56	133,053.96	136,376.40	139,787.28
*113	9,085.93	9,313.50	9,546.51	9,784.95	10,029.98	10,280.70	10,537.79	10,801.28	11,071.56	11,348.13	11,632.04	11,922.85	12,220.66	12,526.31	12,839.43
*113	52.419	53.732	55.076	56.452	57.865	59.312	60.795	62.315	63.874	65.470	67.108	68.786	70.504	72.267	74.074
*113	109,031.16	111,762.00	114,558.12	117,419.40	120,359.76	123,368.40	126,453.48	129,615.36	132,858.72	136,177.56	139,584.48	143,074.20	146,647.92	150,315.72	154,073.16
114	10,015.16	10,265.61	10,522.09	10,785.29	11,054.81	11,331.56	11,614.84	11,905.35	12,202.97	12,507.96	12,820.89	13,141.39	13,470.02	13,806.72	14,151.71
114	57.780	59.225	60.704	62.223	63.778	65.374	67.009	68.685	70.402	72.161	73.967	75.816	77.712	79.654	81.644
114	120,181.92	123,187.32	126,265.08	129,423.48	132,657.72	135,978.72	139,378.08	142,864.20	146,435.64	150,095.52	153,850.68	157,696.68	161,640.24	165,680.64	169,820.52
115	11,038.25	11,314.86	11,597.68	11,887.62	12,184.87	12,489.49	12,802.00	13,121.86	13,450.23	13,786.49	14,131.29	14,484.47	14,846.77	15,217.79	15,598.22
115	63.682	65.278	66.910	68.582	70.297	72.055	73.858	75.703	77.597	79.537	81.527	83.564	85.654	87.795	89.990
115	132,459.00	135,778.32	139,172.16	142,651.44	146,218.44	149,873.88	153,624.00	157,462.32	161,402.76	165,437.88	169,575.48	173,813.64	178,161.24	182,613.48	187,178.64
116	12,166.70	12,471.01	12,782.76	13,102.81	13,430.29	13,766.13	14,110.46	14,463.20	14,824.86	15,195.19	15,575.36	15,964.90	16,364.13	16,773.20	17,192.70
116	70.193	71.948	73.747	75.593	77.482	79.420	81.407	83.442	85.528	87.665	89.858	92.105	94.408	96.768	99.189
116	146,000.40	149,652.12	153,393.12	157,233.72	161,163.48	165,193.56	169,325.52	173,558.40	177,898.32	182,342.28	186,904.32	191,578.80	196,369.56	201,278.40	206,312.40
117	13,410.45	13,745.74	14,089.50	14,441.62	14,802.87	15,173.17	15,552.62	15,941.44	16,340.24	16,748.54	17,167.31	17,596.58	18,036.48	18,487.37	18,949.35
117	77.368	79.302	81.286	83.317	85.401	87.538	89.727	91.970	94.271	96.626	99.042	101.519	104.057	106.658	109.323
117	160,925.40	164,948.88	169,074.00	173,299.44	177,634.44	182,078.04	186,631.44	191,297.28	196,082.88	200,982.48	206,007.72	211,158.96	216,437.76	221,848.44	227,392.20
118	14,780.85	15,150.71	15,529.55	15,917.91	16,316.15	16,723.85	17,142.06	17,570.63	18,010.22	18,460.65	18,921.98	19,394.99	19,879.77	20,376.84	20,886.43
118	85.274	87.408	89.594	91.834	94.132	96.484	98.897	101.369	103.905	106.504	109.165	111.894	114.691	117.559	120.499
118	177,370.20	181,808.52	186,354.60	191,014.92	195,793.80	200,686.20	205,704.72	210,847.56	216,122.64	221,527.80	227,063.76	232,739.88	238,557.24	244,522.08	250,637.16
119	16,291.45	16,698.74	17,116.21	17,544.12	17,982.72	18,432.29	18,893.10	19,365.43	19,849.57	20,345.81	20,854.46	21,375.82	21,910.22	22,457.98	23,019.43
119	93.989	96.339	98.747	101.216	103.746	106.340	108.999	111.724	114.517	117.380	120.314	123.322	126.405	129.565	132.804
119	195,497.40	200,384.88	205,394.52	210,529.44	215,792.64	221,187.48	226,717.20	232,385.16	238,194.84	244,149.72	250,253.52	256,509.84	262,922.64	269,495.76	276,233.16
120	17,956.44	18,405.35	18,865.48	19,337.12	19,820.55	20,316.06	20,823.96	21,344.56	21,878.17	22,425.12	22,985.75	23,560.39	24,149.40	24,753.14	25,371.97
120	103.595	106.185	108.839	111.560	114.349	117.208	120.138	123.142	126.220	129.376	132.610	135.925	139.323	142.807	146.377
120	215,477.28	220,864.20	226,385.76	232,045.44	237,846.60	243,792.72	249,887.52	256,134.72	262,538.04	269,101.44	275,829.00	282,724.68	289,792.80	297,037.68	304,463.64
LAW CLERK / BAILIFF															
199	4876.20														
199	28.132														
199	58514.40														

*113 - Some classifications in Pay Grade 113 have a maximum of 13 steps. They are indicated in the Classification Listing with "113P" following the title.