



Snohomish County Council

Committee: Finance
ECAF: 2023-0269
Proposal: Mot. 23-121

Analyst: Jim Martin
Date: March 22, 2023

Consideration:

Motion 23-121 requests Council consider approving an updated salary schedule for the Sheriff's office exempt employees.

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.

In order to avoid salary compression and in accordance with SCC 3.68.050, Council's consideration is requested and approval is required to provide salary adjustments as outlined in Exhibit A for six (6) positions: the Undersheriff; four (4) Bureau Chiefs; and one (1) Major.

Current Proposal

Scope: Motion 23-121 approves salary adjustments for six (6) management exempt positions in the Sheriff's office. Adjustments include a one-time pay adjustment as shown on Exhibit A, and a new pay plan effective May 1, 2023 as shown on exhibit B.

2023 Budget: Yes.

Handling: Normal.

Executive Recommendation: APPROVE.

Request: Move to GLS on April 5th for consideration.