

**JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS
AGENDA REQUEST**

TO: Board of County Commissioners
FROM: Philip Morley, County Administrator
Erin Lundgren, Clerk of the Board
DATE: May 7, 2012
SUBJECT: **RESOLUTION** re: Adopting a Salary Schedule for the FLSA and Union Exempt
Management and Professional Employees for 2012

STATEMENT OF ISSUE:

In 2011 a wage freeze was placed on all FLSA and union exempt employees. With the recent approval of the UFCW collective bargaining agreement, and in order to be fair and equitable, a review of the exempt salary schedule was conducted.

ANALYSIS:

Upon review, it is being proposed for 2012 that there be a general wage adjustment increase for all exempt employees equal to that for UFCW employees of 1.25% retroactive to January 1. The intent is to also mirror UFCW wage adjustments for 2013 and 2014, unless a significant economic event occurs. Exempt wage tables would be set during the annual budget process for each of those years.

FISCAL IMPACT:

- 1.25% general wage adjustment retroactive to January 1, 2012.

RECOMMENDATION:

Approve and sign the resolution.

REVIEWED BY:


Philip Morley, County Administrator

Date 5/3/12

STATE OF WASHINGTON
County of Jefferson

In the Matter of Adopting a Salary Schedule for
the FLSA and Union Exempt Management and
Professional Employees for 2012

RESOLUTION NO _____

WHEREAS, the Board of Commissioners set the salaries of the FLSA exempt management and professional positions of Jefferson County by passage of Resolution No. 82-09 which provides a uniform system for equitable compensation; and

WHEREAS, after review by the County Administrator and the Board of Commissioners it has been determined that an increase of 1.25% is needed on the salary schedule adopted with Resolution 82-09 in order to keep the salaries for these positions at a rate that will allow the County to retain and recruit employees for these positions.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners that the annual salaries of the FLSA and Union exempt management and professional employees of the County shall be set at the rates established in the revised Exempt Wage Matrix as shown in ATTACHMENT A.

BE IT FURTHER RESOLVED, that the adjustments will be effective retroactive to January 1, 2012.

BE IT FINALLY RESOLVED, that the Board of County Commissioners reserve the right to make adjustments to this matrix during the budget year as they feel are justified and necessary.

APPROVED AND ADOPTED this _____ day of _____ 2012.

JEFFERSON COUNTY
BOARD OF COMMISSIONERS

SEAL:

David Sullivan, Chairman

ATTEST:

Phil Johnson, Member

Raina Randall
Deputy Clerk of the Board

John Austin, Member

EXEMPT WAGE TABLE 2012

Date: 04/16/2012

Increase from prior yr 1.25%	12 months 1	12 months 2	12 months 3	12 months 4	12 months 5	12 months 6	12 months 7	12 months 8	12 months 9	12 months 10	12 months 11
11	2,765.97	2,848.95	2,934.42	3,022.45	3,113.12	3,206.52	3,302.71	3,401.79	3,503.85	3,608.96	3,717.23
12	2,973.41	3,062.61	3,154.49	3,249.13	3,346.60	3,447.00	3,550.41	3,656.92	3,766.63	3,879.63	3,996.01
13	3,196.42	3,292.31	3,391.08	3,492.81	3,597.60	3,705.53	3,816.69	3,931.19	4,049.13	4,170.60	4,295.72
14	3,436.15	3,539.23	3,645.41	3,754.77	3,867.42	3,983.44	4,102.94	4,226.03	4,352.81	4,483.40	4,617.90
15	3,693.86	3,804.68	3,918.82	4,036.38	4,157.47	4,282.20	4,410.66	4,542.98	4,679.27	4,819.65	4,964.24
16	3,970.90	4,090.03	4,212.73	4,339.11	4,469.28	4,603.36	4,741.46	4,883.71	5,030.22	5,181.12	5,336.56
17	4,268.72	4,396.78	4,528.69	4,664.55	4,804.48	4,948.62	5,097.08	5,249.99	5,407.49	5,569.71	5,736.80
18	4,588.87	4,726.54	4,868.33	5,014.38	5,164.81	5,319.76	5,479.35	5,643.73	5,813.04	5,987.43	6,167.06
19	4,933.04	5,081.03	5,233.46	5,390.47	5,552.18	5,718.75	5,890.31	6,067.02	6,249.03	6,436.50	6,629.59
20	5,303.02	5,462.11	5,625.97	5,794.75	5,968.60	6,147.65	6,332.08	6,522.05	6,717.71	6,919.24	7,126.82
21	5,700.74	5,871.76	6,047.92	6,229.35	6,416.23	6,608.72	6,806.98	7,011.19	7,221.53	7,438.17	7,661.32
22	6,128.30	6,312.15	6,501.51	6,696.56	6,897.46	7,104.38	7,317.51	7,537.04	7,763.15	7,996.04	8,235.92
23	6,587.92	6,785.56	6,989.12	7,198.80	7,414.76	7,637.20	7,866.32	8,102.31	8,345.38	8,595.74	8,853.61
24	7,082.01	7,294.47	7,513.30	7,738.70	7,970.86	8,209.99	8,456.29	8,709.98	8,971.28	9,240.42	9,517.63
HOURLY EXEMPT											
ESI	14.82	15.56	16.34	17.16	18.02	18.92	19.86	20.46	21.07	21.71	22.36
ESII	15.27	16.03	16.83	17.68	18.56	19.49	20.46	21.08	21.71	22.36	23.03
EA	16.79	17.63	18.51	19.43	20.41	21.43	22.50	23.17	23.87	24.58	25.32
DCOB	18.47	19.39	20.36	21.38	22.45	23.57	24.75	25.49	26.26	27.04	27.86