

Date action is requested: 12/9/2015

Title: Motion 2015-24 to amend the non-represented employee classification plan

Attachments: Proposed non-represented employee classification plan

Type of action: Motion

SUBMITTED BY: Andrew E. Neiditz, Executive Director

RECOMMENDATION: It is recommended the Policy Board adopt an amended employee classification plan for non-represented positions. The Finance Committee has reviewed this proposal.

BACKGROUND: The following changes to the employee classification are being proposed:

- Decrease in range for RTCC Manager based on salary comparisons with other management positions (position was previously filled through a contract with Pierce County Sheriff's Office)
- Increase in range for Client Services Technician based on recent salary surveys
- Cost of living adjustments for all non-represented classifications of 1.44% based on 90% of the June to June CPI-U for Seattle/Tacoma/Bremerton, effective January 1, 2016.

The proposed Employee Classification plan includes the transition of the positions listed above to a five-step plan, with 3% between each range and 5% between each step, consistent with the changes adopted by the Policy Board in September. The five-step plan approach was reviewed by the Finance Committee at their last meeting, with a recommendation that it is implemented in a phased approach. The phased approach will allow the transition of other positions to the five-step plan as these positions are reviewed with like positions in future years. The existing plan includes positions ranging from five steps to seven steps. The goal of this phased approach is to allow the agency to move to a more uniform plan over a number of years.

The Finance Committee has expressed support for the proposed changes to the employee classification plan.

ALTERNATIVES: Direct staff to evaluate other options.

FINANCIAL IMPACT: Reduction of \$10,200 due to change for RTCC Program Manager; increase of \$22,630 due to change for Client Services Technicians; increase of \$83,540 due to 1.44% COLA for non-represented positions. Expenditures are included in 2016 Budget.

Executive Director Review _____

