

Date action is requested: 1/26/2022

Title: Motion 2022-05 to authorize an amendment to the classification plan for non-represented employees.

Attachments: Proposed Non-Represented Employee Classification Plan – Effective 1.30.2022

Type of action: Motion

SUBMITTED BY: Deborah Grady, Executive Director

RECOMMENDATION: It is recommended the Board of Directors approve an amendment to the Classification Plan for non-represented employees with an effective date of January 30, 2022.

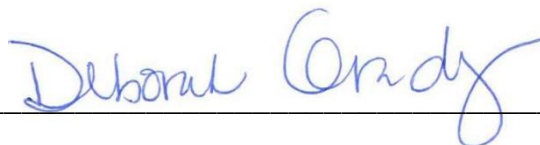
BACKGROUND: At the January 11, 2022 Finance Committee meeting, staff proposed a cost of living adjustment (COLA) for non-represented employees of 4%, with an effective date of January 30, 2022. The Finance Committee recommended moving this proposal forward for consideration by the Board of Directors.

Represented employees will receive increases based on their respective collective bargaining agreement. The current Guild of Pierce County Fire Communications agreement includes language allowing a wage adjustment for 2022 that is the same COLA provided to non-represented employees. The Teamsters Local 117 contract will be presented to the Board of Directors for approval.

ALTERNATIVES: Refer to Finance Committee for further review.

FINANCIAL IMPACT: Annual increase of \$284,180 for non-represented employees and \$115,500 for Fire Guild employees. Since the proposed effective date of the COLA is January 30, 2022, the impact to the 2022 Budget is \$260,820 for non-represented employees and \$106,010 for Fire Guild employees.

Executive Director Review



Non-Represented Employee Classification Plan

Range	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
13	Administrative Assistant	67,970	71,369	74,937	78,684	82,618
5	Administrative Clerk	53,652	56,335	59,152	62,110	65,215
34	Assistant Director	126,457	132,780	139,419	146,390	153,709
27	CAD System Administrator	102,819	107,960	113,358	119,026	124,977
34	Comm Center Director	126,457	132,780	139,419	146,390	153,709
30	Comm Manager	112,353	117,971	123,870	130,064	136,567
22	Comm Systems Specialist	88,690	93,124	97,780	102,669	107,802
26	Community Relations Manager	99,823	104,814	110,055	115,558	121,336
41	Deputy Director	155,530	163,306	171,471	180,045	189,047
15	Executive Assistant	72,110	75,715	79,501	83,476	87,650
10	Facilities Maintenance Tech	62,200	65,310	68,576	72,005	75,605
34	Finance Director	126,457	132,780	139,419	146,390	153,709
16	Financial Specialist	74,274	77,988	81,887	85,981	90,280
37	General Counsel	138,185	145,094	152,349	159,966	167,964
22	GIS Analyst	88,690	93,124	97,780	102,669	107,802
34	Human Resources Director	126,457	132,780	139,419	146,390	153,709
16	Human Resources Generalist	74,274	77,988	81,887	85,981	90,280
16	Intelligence Analyst	74,274	77,988	81,887	85,981	90,280
30	IT Systems Manager	112,353	117,971	123,870	130,064	136,567
30	Lead Developer	112,353	117,971	123,870	130,064	136,567
27	Network Engineer	102,819	107,960	113,358	119,026	124,977
25	Payroll/Benefits Manager	96,915	101,761	106,849	112,191	117,801
22	Project Coordinator	88,690	93,124	97,780	102,669	107,802
12	Public Records Officer	65,990	69,289	72,753	76,391	80,211
28	Records Manager	105,904	111,199	116,759	122,597	128,727
16	Recruiting Coordinator	74,274	77,988	81,887	85,981	90,280
30	RMS Program Manager	112,353	117,971	123,870	130,064	136,567
27	RMS System Administrator	102,819	107,960	113,358	119,026	124,977
19	Senior Accountant	81,162	85,220	89,481	93,955	98,653
27	Senior Software Developer	102,819	107,960	113,358	119,026	124,977
22	Software Developer	88,690	93,124	97,780	102,669	107,802
30	Sr. Systems Software Engineer	112,353	117,971	123,870	130,064	136,567

Non-Represented Employee Classification Plan

Range	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5
14	Support Technician	70,010	73,510	77,186	81,045	85,097
22	Technical Support Supervisor	88,690	93,124	97,780	102,669	107,802
23	Training Coordinator	91,350	95,918	100,714	105,750	111,037

**Effective 1/30/2022; Steps are 5%*