

# CLARK COUNTY STAFF REPORT

**DEPARTMENT:** Human Resources

**DATE:** March 24, 2020

**REQUESTED ACTION:** Approve salary realignment Chief Deputy and Undersheriff

Consent  Hearing  County Manager

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## **BACKGROUND**

Human Resources received a request from the Sheriff's Office to perform a compensation study for the Chief Deputy and Undersheriff classifications.

An external compensation study was conducted to determine if the classification pay ranges were at current market wage rates. A review of the compensation ranges was completed and data from comparable counties was reviewed. The study concluded that Clark County is currently below market average eleven percent (-11%) for the Chief Deputy classification and below market average nine percent (-9%) for the Undersheriff classification. In addition to the external compensation study, an internal look at the Commander classification was completed for potential compression issues. The Commander classification is a represented classification and falls under the purview of Interest Arbitration and therefore the salary is negotiated through the collective bargaining process. A compression issue was identified when the classification was reviewed.

HR recommends the following:

The Chief Deputy classification should be upward realigned by approximately seven percent (7%). This would make this position fall within the range of competitive wages within our comparable counties and mitigate compression issues.

The Undersheriff classification should be upwardly realigned by approximately five percent (5%). This would make the position fall within range of competitive wages within our comparable counties and mitigate compression issues.

## **COUNCIL POLICY IMPLICATIONS**

Human Resources Policy 1.1(a) gives Council authority over all amendments to the pay plan including salary range assignments and realignments.

## **ADMINISTRATIVE POLICY IMPLICATIONS**

No change in policy.

## **COMMUNITY OUTREACH**

N/A

**BUDGET IMPLICATIONS**

YES	NO	
X		Action falls within existing budget capacity.
		Action falls within existing budget capacity but requires a change of purpose within existing appropriation
		Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

**BUDGET DETAILS**

Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	General Fund
Company Name	

**DISTRIBUTION:**

Council staff will post all staff reports to The Web. <https://www.clark.wa.gov/council-meetings>

*for* Kathleen Otto  
 Mande Lawrence  
 HR Director

APPROVED: [Signature]  
 CLARK COUNTY, WASHINGTON  
 CLARK COUNTY COUNCIL

DATE: March 24, 2020

SR# 044-20



APPROVED: \_\_\_\_\_  
 Kathleen Otto, Interim County Manager

DATE: \_\_\_\_\_

