

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: June 2, 2020

REQUESTED ACTION: Approve salary realignment for Death Investigator classification

Consent Hearing County Manager

BACKGROUND

Human Resources received a request from the Collective Bargaining Unit ILWU Local 8 to perform a compensation analysis of the Death Investigator classifications. This was bargained during the last contract extension.

An external compensation study was conducted to determine if the classification pay ranges are at current market wage rates. A review of the compensation was completed, and data from comparable counties was reviewed. The study concluded that Clark County is currently below market average for the Death Investigator classification.

Death Investigator: -9.08%

HR recommends the following:

Death Investigator (Local 8 range 050) should be upward realigned by 3.0%. This would make this position fall within the range of competitive wages within our comparable counties.

Note: Expenditures for 2020 on the Budget Impact Attachment include backpay for 2019 as negotiated with Local 8.

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	
	XX	Action falls within existing budget capacity.
	XX	Action falls within existing budget capacity but requires a change of purpose within existing appropriation
XX		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:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>

Daniel Harrigan

Daniel Harrigan
Associate HR Representative

Mande Lawrence

Mande Lawrence
HR Director

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

DATE: 6-2-2020

SR# 075-20



APPROVED: _____
Kathleen Otto, Interim County Manager

DATE: _____

BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Part II: Estimated Revenues

Fund #/Title	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
	GF	Total	GF	Total	GF	Total
Total						

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
		GF	Total	GF	Total	GF	Total
		23,005		12,162			
Total		23,005**		12,162			

** 2020 figure includes the backpay owed for 2019 (backdated to 1/1/2019 as negotiated with Local 8)

III. B – Expenditure by object category

Fund #/Title	2020 Annual Budget		2021 Annual Budget		2022 Annual Budget	
	GF	Total	GF	Total	GF	Total
Salary/Benefits	23,005		12,162			
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total	23,005		12,162			

Package number	Fund number	Program	Dept number	Type	Add, Delete, Change	Does this change involve a reclass?	FTE CHANGE	Effective date of change (MM/YY)	Position # for existing positions	New job classification	Grade & Range	Length for new project positions	Program Code
	0001	PG0305		Operating	C	No	No	1/19/2020	See below	No	See below	N/A	CC178

Grade 50	Rate (current)	Salaries	SS	MC	PERS	236	Rollup	TOTAL
P001354 Tony Lopez Next Step: 1/2/2018	5938	2019 > 2092	129.7	30.33	269.03	8.37	437.43	2529
		2020 > 2138	132.56	31	274.95	8.55	447.06	2585
		2021 > 2185	135.47	31.68	280.99	8.74	456.88	2642 \$ 7,756
P001358 Leigh Mullen Next Step: 5/1/2021	4809	2019 > 1656	102.67	24.01	212.96	6.62	346.26	2002
		2020 > 1728	107.14	25.06	222.22	6.91	361.33	2089
		2021 > 1845	114.39	26.75	237.27	7.38	385.79	2231 \$ 6,322
P002091 Randon Walker Next Step: 5/1/2021	5301	2019 > 1824	113.09	26.45	234.57	7.3	381.41	2205
		2020 > 1908	118.3	27.67	245.37	7.63	398.97	2307
		2021 > 1981	122.82	28.72	254.76	7.92	414.22	2395 \$ 6,907
P001353 Christine Holroyd Next Step: 9/1/2020	4931	2019 > 1692	104.9	24.53	217.59	6.77	353.79	2046
		2020 > 1792	111.1	25.98	230.45	7.17	374.7	2167
		2021 > 1872	116.06	27.14	240.74	7.49	391.43	2263 \$ 6,476

Grade 55	Rate (current)	Salaries	SS	MC	PERS	236	Rollup	TOTAL
P002283 Jane Scott Next Step: 4/1/2019	5938	2019 > 2073	128.53	30.06	266.59	8.29	433.47	2506
		2020 > 2124	131.69	30.8	273.15	8.5	444.14	2568
		2021 > 2176	134.91	31.55	279.83	8.7	454.99	2631 \$ 7,705

2019 >	9337	578.89	135.38	1200.74	37.35	1952.36	11289
2020 >	9690	600.79	140.51	1246.14	38.76	2026.2	11716
2021 >	10059	623.65	145.84	1293.59	40.23	2103.31	12162 \$ 35,167

FOR STAFF REPORTS ONLY:

HR APPROVAL

Daniel Harrigan 5/27/2020
Signature Date

ML

BUDGET OFFICE APPROVAL

Emily Zwetzig 5/27/2020
Signature Date

Cost Center search string		Select Cost Center for list of related Programs				Revenue Category search string											
Package Number	Fund	Cost Center Name <small>List will be limited based on search string</small>	Cost Center ID	Program Name <small>List will be limited based on selected Cost Center above</small>	Program ID	Ledger Account Name	Ledger Acct Number	Revenue Category Name <small>List will be limited based on search string</small>	Revenue Category ID	2020 EXP inc / REV dec (DR)	2020 EXP dec / REV inc (CR)	2021 EXP inc / REV dec (DR)	2021 EXP dec / REV inc (CR)	Type	Operating vs capital	Position	Notes
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Salaries and wages	5010000	5010000			4,230		2,185		Ongoing	Operating	P001354	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	State Retirement (PERS/LEOFF)	5040000	5040000			544		281		Ongoing	Operating	P001354	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Benefits - Payroll Taxes	5230000	5230000			324		167		Ongoing	Operating	P001354	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Disability Insurance	5236000	5236000			17		9		Ongoing	Operating	P001354	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Salaries and wages	5010000	5010000			3,384		1,845		Ongoing	Operating	P001358	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	State Retirement (PERS/LEOFF)	5040000	5040000			435		237		Ongoing	Operating	P001358	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Benefits - Payroll Taxes	5230000	5230000			268		141		Ongoing	Operating	P001358	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Disability Insurance	5236000	5236000			14		7		Ongoing	Operating	P001358	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Salaries and wages	5010000	5010000			3,732		1,981		Ongoing	Operating	P002091	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	State Retirement (PERS/LEOFF)	5040000	5040000			480		255		Ongoing	Operating	P002091	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Benefits - Payroll Taxes	5230000	5230000			298		152		Ongoing	Operating	P002091	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Disability Insurance	5236000	5236000			15		8		Ongoing	Operating	P002091	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Salaries and wages	5010000	5010000			3,484		1,872		Ongoing	Operating	P001353	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	State Retirement (PERS/LEOFF)	5040000	5040000			448		241		Ongoing	Operating	P001353	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Benefits - Payroll Taxes	5230000	5230000			287		143		Ongoing	Operating	P001353	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Disability Insurance	5236000	5236000			14		7		Ongoing	Operating	P001353	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Salaries and wages	5010000	5010000			4,197		2,178		Ongoing	Operating	P002283	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	State Retirement (PERS/LEOFF)	5040000	5040000			540		280		Ongoing	Operating	P002283	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Benefits - Payroll Taxes	5230000	5230000			321		166		Ongoing	Operating	P002283	
0001	Medical Examiner	CC178	Death InvestigationsD	PG0141	Disability Insurance	5236000	5236000			17		9		Ongoing	Operating	P002283	

Package Number	Fund	Cost Center Name List will be limited based on search string on coding tab	Program Name List will be limited based on selected Cost Center on coding tab	Type	Add, Delete, Change	Does this change involve a reclass?	FTE CHANGE	Effective date of change (MM/YY)	Position #	New job classification	Grade & Range	Length for new project positions
----------------	------	---	--	------	---------------------	-------------------------------------	------------	----------------------------------	------------	------------------------	---------------	----------------------------------

FOR STAFF REPORTS ONLY:

HR APPROVAL

Daniel Harrigan *ML*
Signature

5/27/2020
Date

BUDGET OFFICE APPROVAL

Emily Zwetzig
Signature

5/27/2020
Date