

Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 2.17.23	PREPARED BY: Sam Hughes
Meeting Date Requested: 2.21.23	PRESENTED BY: Sam Hughes
ITEM: (Select One Consent Agenda x Brought Before the Board Time needed: 10 minutes)	
SUBJECT: 2023 Public Works, Appraisers, and Courthouse 5 % COLA and \$310.50 increase in County Contribution's, per employee, for benefits.	
FISCAL IMPACT: For 2023 the approximate fiscal impact will be: Public Works \$94,000 in Salaries & \$143,000 Benefits and for Appraisers & Courthouse \$198,000 in Salaries & \$281,000 in Benefits.	
BACKGROUND: The recommendations for 2023 are a 5% cost of living adjustment (COLA) as well as a benefit increase of \$310.50, per employee. These recommendations are based on the availability of budgeted funds, market conditions and matching of resolution 2022-250 for the County contribution increase for Non-Bargaining employees and Elected Officials. These considerations are based on the need to balance employee compensation in both wages and benefits contribution.	
COORDINATION: HR has worked with the County Administrator through the budget process to draft this recommendation. Salary matrices and fiscal impact numbers were prepared by Margot Wilder, HR and Ryan Brimacombe, Accounting Manager, who reviewed the resolution.	
RECOMMENDATION: HR and County Administration recommend the adoption of the resolution as presented.	
ATTACHMENTS: (Documents you are submitting to the Board) Resolution/ASR/Salary Matrix	
HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list <u>name(s)</u> of party(s) that will need a pdf.) Original : Clerk of the Board, Karin Milham Copy: Jen Johnson, Attorney Sam Hughes, Human Resources Duane A. Davidson, County Administrator Tim Anderson/Auditors Office	

I certify the above information is accurate and complete.

Name: Duane A. Davidson Duane A. Davidson, County Administrator

FRANKLIN COUNTY RESOLUTION _____

**BEFORE THE BOARD OF COUNTY COMMISSIONERS,
FRANKLIN COUNTY, WASHINGTON**

***APPROVAL OF A 2023 COST OF LIVING ADJUSTMENT AND BENEFIT CONTRIBUTION INCREASE
FOR PUBLIC WORKS, APPRAISERS AND COURTHOUSE UNIONS***

WHEREAS, the Board of Franklin County Commissioners acknowledges the importance of County employees in delivering services to the Citizens of Franklin County; and

WHEREAS, the Board of County Commissioners endeavors to balance meeting the County's financial obligations and the desire to provide adequate compensation to our valued employees; and

WHEREAS, the Board of Franklin County Commissioners desires to implement a 5% cost of living adjustment (COLA) as well as the 2023 increased contribution, of \$310.50 per employee, for benefits for Public Works, Appraiser, and Courthouse bargaining employees; and

WHEREAS, the Board of Franklin County Commissioners intended in 2022 that the COLA and benefit increase would be effective January 1, 2023 but other relevant negotiations have delayed the commencement of said COLA and the County contribution to benefits; and

WHEREAS, the Board of Franklin County Commissioners recognizes that employees have thus not been working at their full wages since January 1, 2023 and are now owed their deferred wages and increased benefit contributions; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of Franklin County.

NOW, THEREFORE, BE IT RESOLVED, the Franklin County Board of Commissioners adopts the attached 2023 matrices, which reflect a five percent COLA, and approves the 2023 increased County contributions, of \$310.50 per employee, to be effective January 1, 2023.

APPROVED this _____ day of February, 2023.

**BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

Chair

Chair Pro Tem

Member

Attest:

Clerk of the Board

2023 Local 874 (Public Works) effective 1/1/2023								
		1	2	3	4	5	6	7
Hourly	15	25.90	27.20	28.56	30.01	31.52	33.10	34.77
Overtime		38.85	40.80	42.84	45.02	47.28	49.65	52.16
Hourly	14	23.54	24.72	25.96	27.27	28.65	30.09	31.60
Overtime		35.31	37.08	38.94	40.91	42.98	45.14	47.40
Hourly	13	21.39	22.46	23.60	24.78	26.03	27.35	28.72
Overtime		32.09	33.69	35.40	37.17	39.05	41.03	43.08
Hourly	12	19.44	20.42	21.45	22.53	23.66	24.86	26.11
Overtime		29.16	30.63	32.18	33.80	35.49	37.29	39.17
Hourly	11	17.67	18.56	19.49	20.47	21.51	22.59	23.72
Overtime		26.51	27.84	29.24	30.71	32.27	33.89	35.58

POSITION	GRADE
Lead Mechanic	15
Traffic Tech	15
Road Maintenance Tech III - Connell	15
Road Maintenance Tech III - Pasco	15
Road Maintenance Tech II	14
Mechanic/Welder	14
Mechanic	14
Parts and Service Specialist	13
Road Maintenance Tech I	13
Mechanic Aid	12

Grade 17	1	2	3	4	5	6	7
ANNUAL	61,132.50	64,194.00	67,411.50	70,824.00	74,392.50	78,117.00	82,075.50
Bi-Weekly	2,351.25	2,469.00	2,592.75	2,724.00	2,861.25	3,004.50	3,156.75
7.5 Hr Hourly	31.35	32.92	34.57	36.32	38.15	40.06	42.09
7.5 Hr OT	47.03	49.38	51.86	54.48	57.23	60.09	63.14
Grade 16	1	2	3	4	5	6	7
ANNUAL	55,555.50	58,344.00	61,269.00	64,389.00	67,626.00	71,019.00	74,607.00
Bi-Weekly	2,136.75	2,244.00	2,356.50	2,476.50	2,601.00	2,731.50	2,869.50
7.5 Hr Hourly	28.49	29.92	31.42	33.02	34.68	36.42	38.26
7.5 Hr OT	42.74	44.88	47.13	49.53	52.02	54.63	57.39
Grade 15	1	2	3	4	5	6	7
ANNUAL	50,505.00	53,040.00	55,692.00	58,519.50	61,464.00	64,545.00	67,801.50
Bi-Weekly	1,942.50	2,040.00	2,142.00	2,250.75	2,364.00	2,482.50	2,607.75
7.5 Hr Hourly	25.90	27.20	28.56	30.01	31.52	33.10	34.77
7.5 Hr OT	38.85	40.80	42.84	45.02	47.28	49.65	52.16
Grade 14	1	2	3	4	5	6	7
ANNUAL	45,903.00	48,204.00	50,622.00	53,176.50	55,867.50	58,675.50	61,620.00
Bi-Weekly	1,765.50	1,854.00	1,947.00	2,045.25	2,148.75	2,256.75	2,370.00
7.5 Hr Hourly	23.54	24.72	25.96	27.27	28.65	30.09	31.60
7.5 Hr OT	35.31	37.08	38.94	40.91	42.98	45.14	47.40

POSITION	GRADE
Commercial & Industrial Appraiser	17
Agricultural Appraiser	17
Statistical Analysis Appraiser	16
Residential Appraiser	15
Appraiser Trainee	14

2023 FRANKLIN COUNTY LOCAL 874-CH 7.5 HOUR MATRIX (Effective 1/1/2023)

		1	2	3	4	5	6	7
	18	67,255.50	70,629.00	74,178.00	77,922.00	81,841.50	85,936.50	90,285.00
Bi-Weekly		2,586.75	2,716.50	2,853.00	2,997.00	3,147.75	3,305.25	3,472.50
7.5 Hr Hourly		34.49	36.22	38.04	39.96	41.97	44.07	46.30
7.5 Hr OT		51.74	54.33	57.06	59.94	62.96	66.11	69.45
	17	61,132.50	64,194.00	67,411.50	70,824.00	74,392.50	78,117.00	82,075.50
Bi-Weekly		2,351.25	2,469.00	2,592.75	2,724.00	2,861.25	3,004.50	3,156.75
7.5 Hr Hourly		31.35	32.92	34.57	36.32	38.15	40.06	42.09
7.5 Hr OT		47.03	49.38	51.86	54.48	57.23	60.09	63.14
	16	55,555.50	58,344.00	61,269.00	64,389.00	67,626.00	71,019.00	74,607.00
Bi-Weekly		2,136.75	2,244.00	2,356.50	2,476.50	2,601.00	2,731.50	2,869.50
7.5 Hr Hourly		28.49	29.92	31.42	33.02	34.68	36.42	38.26
7.5 Hr OT		42.74	44.88	47.13	49.53	52.02	54.63	57.39
	15	50,505.00	53,040.00	55,692.00	58,519.50	61,464.00	64,545.00	67,801.50
Bi-Weekly		1,942.50	2,040.00	2,142.00	2,250.75	2,364.00	2,482.50	2,607.75
7.5 Hr Hourly		25.90	27.20	28.56	30.01	31.52	33.10	34.77
7.5 Hr OT		38.85	40.80	42.84	45.02	47.28	49.65	52.16
	14	45,903.00	48,204.00	50,622.00	53,176.50	55,867.50	58,675.50	61,620.00
Bi-Weekly		1,765.50	1,854.00	1,947.00	2,045.25	2,148.75	2,256.75	2,370.00
7.5 Hr Hourly		23.54	24.72	25.96	27.27	28.65	30.09	31.60
7.5 Hr OT		35.31	37.08	38.94	40.91	42.98	45.14	47.40
	13	41,710.50	43,797.00	46,020.00	48,321.00	50,758.50	53,332.50	56,004.00
Bi-Weekly		1,604.25	1,684.50	1,770.00	1,858.50	1,952.25	2,051.25	2,154.00
7.5 Hr Hourly		21.39	22.46	23.60	24.78	26.03	27.35	28.72
7.5 Hr OT		32.09	33.69	35.40	37.17	39.05	41.03	43.08
	12	37,908.00	39,819.00	41,827.50	43,933.50	46,137.00	48,477.00	50,914.50
Bi-Weekly		1,458.00	1,531.50	1,608.75	1,689.75	1,774.50	1,864.50	1,958.25
7.5 Hr Hourly		19.44	20.42	21.45	22.53	23.66	24.86	26.11
7.5 Hr OT		29.16	30.63	32.18	33.80	35.49	37.29	39.17
	11	34,456.50	36,192.00	38,005.50	39,916.50	41,944.50	44,050.50	46,254.00
Bi-Weekly		1,325.25	1,392.00	1,461.75	1,535.25	1,613.25	1,694.25	1,779.00
7.5 Hr Hourly		17.67	18.56	19.49	20.47	21.51	22.59	23.72
7.5 Hr OT		26.51	27.84	29.24	30.71	32.27	33.89	35.58

2023 FRANKLIN COUNTY LOCAL 874-CH 8 HOUR MATRIX (Effective 1/1/2023)

		1	2	3	4	5	6	7
	18	71,739.20	75,337.60	79,123.20	83,116.80	87,297.60	91,665.60	96,304.00
Bi-Weekly		2,759.20	2,897.60	3,043.20	3,196.80	3,357.60	3,525.60	3,704.00
8 Hr Hourly		34.49	36.22	38.04	39.96	41.97	44.07	46.30
8 Hr OT		51.74	54.33	57.06	59.94	62.96	66.11	69.45
	17	65,208.00	68,473.60	71,905.60	75,545.60	79,352.00	83,324.80	87,547.20
Bi-Weekly		2,508.00	2,633.60	2,765.60	2,905.60	3,052.00	3,204.80	3,367.20
8 Hr Hourly		31.35	32.92	34.57	36.32	38.15	40.06	42.09
8 Hr OT		47.03	49.38	51.86	54.48	57.23	60.09	63.14
	16	59,259.20	62,233.60	65,353.60	68,681.60	72,134.40	75,753.60	79,580.80
Bi-Weekly		2,279.20	2,393.60	2,513.60	2,641.60	2,774.40	2,913.60	3,060.80
8 Hr Hourly		28.49	29.92	31.42	33.02	34.68	36.42	38.26
8 Hr OT		42.74	44.88	47.13	49.53	52.02	54.63	57.39
	15	53,872.00	56,576.00	59,404.80	62,420.80	65,561.60	68,848.00	72,321.60
Bi-Weekly		2,072.00	2,176.00	2,284.80	2,400.80	2,521.60	2,648.00	2,781.60
8 Hr Hourly		25.90	27.20	28.56	30.01	31.52	33.10	34.77
8 Hr OT		38.85	40.80	42.84	45.02	47.28	49.65	52.16
	14	48,963.20	51,417.60	53,996.80	56,721.60	59,592.00	62,587.20	65,728.00
Bi-Weekly		1,883.20	1,977.60	2,076.80	2,181.60	2,292.00	2,407.20	2,528.00
8 Hr Hourly		23.54	24.72	25.96	27.27	28.65	30.09	31.60
8 Hr OT		35.31	37.08	38.94	40.91	42.98	45.14	47.40
	13	44,491.20	46,716.80	49,088.00	51,542.40	54,142.40	56,888.00	59,737.60
Bi-Weekly		1,711.20	1,796.80	1,888.00	1,982.40	2,082.40	2,188.00	2,297.60
8 Hr Hourly		21.39	22.46	23.60	24.78	26.03	27.35	28.72
8 Hr OT		32.09	33.69	35.40	37.17	39.05	41.03	43.08
	12	40,435.20	42,473.60	44,616.00	46,862.40	49,212.80	51,708.80	54,308.80
Bi-Weekly		1,555.20	1,633.60	1,716.00	1,802.40	1,892.80	1,988.80	2,088.80
8 Hr Hourly		19.44	20.42	21.45	22.53	23.66	24.86	26.11
8 Hr OT		29.16	30.63	32.18	33.80	35.49	37.29	39.17
	11	36,753.60	38,604.80	40,539.20	42,577.60	44,740.80	46,987.20	49,337.60
Bi-Weekly		1,413.60	1,484.80	1,559.20	1,637.60	1,720.80	1,807.20	1,897.60
8 Hr Hourly		17.67	18.56	19.49	20.47	21.51	22.59	23.72
8 Hr OT		26.51	27.84	29.24	30.71	32.27	33.89	35.58

Effective January 1, 2023

Department	Job Title	Grade Placement
Assessor	GIS Tech/Cartographer	16
	Senior Deputy Assessor	16
	Deputy Assessor	14
Auditor	Financial Specialist	16
	Accounting Assistant IV	15
	Payroll Specialist	14
	Bilingual Program Coordinator	14
	Licensing Lead	13
	Accounting Assistant II	13
	Elections Assistant	13
	Customer Service Specialist II	12
	Customer Service Specialist I	11
Clerk	Clerk's Collections Officer	14
	Deputy Clerk, LPA II	13
District Court	Probation Compliance Clerk	13
	Criminal Clerk II	13
	District Court Clerk	12
WSU Extension	Office Manager	14
	Program Support Specialist	12
Information Services	IS Coordinator	14
Planning/Building	Permit Technician	14
	Plan and Build Services Specialist	13
	Office Assistant	12
Prosecuting Attorney	Systems Administrator	15
	Legal Secretary IV	14
	Crime Victim Witness Coordinator	13
	Legal Secretary III	13
Public Works	Project Program Manager	18
	Engineer Tech II	15
	Engineer Tech I	14
Treasurer	Accounting Specialist	15
	Accounting Investment Specialist	16
	Senior Deputy Treasurer	16
	Segregation/Foreclosure Deputy	15
	Deputy Treasurer	12