

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: November 5, 2018

REQUESTED ACTION: Approve M1, M2 and M3 wage adjustments for 2019.

Consent Hearing County Manager

BACKGROUND

County job classifications and employees are divided into various groups and categories in order to make distinctions in pay, benefits, overtime eligibility and other purposes as established by the Clark County Human Resources Policy. Non-represented classifications are identified as follows:

M1 Classification: Department heads, deputies of elected departments and other identified senior management positions.

M2 Classification: Fair Labor Standards Act (FLSA)-exempt employees including senior and middle managers, first line supervisory employees and non-supervisory professionals.

M3 Classification: Non-exempt employees

RECOMMENDATION

The following is recommended for M1, M2 and M3 employees:

- Effective January 1, 2019, 1.5% wage increase.
- Annual step increase for those not at the top of their range.

The cost for the recommended increase for 2019 is:

	General Fund*	All Funds* (including General Fund)
M1 Classification	\$44,098	\$56,421
M2 Classification	\$284,364	\$533,599
M3 Classification	\$103,804	\$162,125

*All costs include a 19.33% roll-up for PERS, FICA and other mandated costs.

COUNCIL POLICY IMPLICATIONS

No change in Council policy is required.

ADMINISTRATIVE POLICY IMPLICATIONS

The recommended action is confirmation of existing policy.

COMMUNITY OUTREACH

There were no community outreach efforts specific to this request.

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; Multiple/Countywide
Company Name	

DISTRIBUTION:

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

Kathleen Otto

Kathleen Otto
Human Resources Director

APPROVED: *[Signature]*
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: Dec 11 2018
SR# 193-18



APPROVED: _____
Shawn Hennessee, 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

This request provides wage adjustments for M1, M2 and M3 employees for 2019.

Part II: Estimated Revenues – Funds to cover the cost of wages are incorporated in the 2019 Annual Budget

Fund #/Title	2019					
	GF	Total				
M1 - Multiple / Countywide	\$44,098	\$56,421				
M2 - Multiple / Countywide	\$284,364	\$533,599				
M3 - Multiple / Countywide	\$103,804	\$162,125				
Total	\$432,266	\$752,145				

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

Part III: Estimated Expenditures

III. A – Expenditures summed up for wages for M1, M2 and M3 employees

Fund #/Title	FTE's	2019					
		GF	Total				
M1 - Multiple / Countywide	22	\$44,098	\$56,421				
M1 - Multiple / Countywide	320	\$284,364	\$533,599				
M1 - Multiple / Countywide	151	\$103,804	\$162,125				
Total	493	\$432,266	\$752,145				

III. B – Expenditure by object category

Fund #/Title	2019					
	GF	Total				
Salary/Benefits	\$432,266	\$752,145				
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total	\$432,266	\$752,145				