

**Cowlitz 911 Public Authority
Resolution 2022-005**

Resolution Adopting Salary and Wage Scale Schedule, Accrual Schedule, and Benefits for Non-represented Administrative and Management Employees.

WHEREAS, on March 13, 2018 the Cowlitz County Board of Commissioners adopted Cowlitz County Ordinance 18-014 which created the Cowlitz 911 Public Authority and approved an initial Charter; and

WHEREAS, Cowlitz 911 (the "Authority") is a public corporation organized pursuant to RCW 35.21.730 through 35.21.754; and

WHEREAS, The Cowlitz 911 Board of Directors recognizes the need to establish fair and competitive wages and salaries for Non-represented and management employees; and

NOW, THEREFORE, BE IT RESOLVED by the Cowlitz 911 Board of Directors as follows:

Section 1. Salary and Wage Scale Adopted. The Cowlitz 911 Non-represented Administrative Wage Scale and the Management Salary Range Schedule on the attached Exhibit is hereby adopted. All wage and salary compensation of Cowlitz 911 Non-represented Administrative and Management employees shall be in accordance with this Salary and Wage Scale Schedule and any future amendments thereto.


Section 2. Accrual Schedule: The Cowlitz 911 Non-represented Administrative Accrual schedule on the attached Exhibit is hereby adopted.

Section 3. Benefits Contributions: The Cowlitz 911 Non-represented Administrative Benefits schedule on the attached Exhibit is hereby adopted.

Section 4. Effective Date. The above set forth in the attached Exhibit shall be effective as of January 1, 2022.

Section 5. Severability. If any provision of this Resolution or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Resolution which can be given effect without the invalid provision, if such remainder conforms to the requirements of applicable law and the fundamental purpose of this agreement, and to this end the provisions of this Resolution are declared to be severable.

COWLITZ 911 BOARD OF DIRECTORS




Chair of the Board, Brad Thurman

ATTEST:



Clerk of the Board, Rachael Young

APPROVED AS TO FORM:



General Counsel, Frank Randolph

EXHIBIT

2022 WAGE SCALE:

Position	Step	2022 Wage Scale	Hourly
Admin Assistant/Records	AA-1	\$55,304.00	\$26.33
Admin Assistant/Records	AA-2	\$58,068.00	\$27.65
Admin Assistant/Records	AA-3	\$60,971.00	\$29.03
Admin Assistant/Records	AA-4	\$64,021.00	\$30.49
Admin Assistant/Records	AA-5	\$67,222.00	\$32.01
Admin Assistant/Records	AA-6	\$70,583.00	\$33.61
Budget Analyst	BA-1	\$62,540.00	\$29.78
Budget Analyst	BA-2	\$65,668.00	\$31.27
Budget Analyst	BA-3	\$68,951.00	\$32.83
Budget Analyst	BA-4	\$72,399.00	\$34.48
Budget Analyst	BA-5	\$76,019.00	\$36.20
Budget Analyst	BA-6	\$79,819.00	\$38.01
Dispatch Supervisor	DSUP-1	\$65,776.00	\$31.32
Dispatch Supervisor	DSUP-2	\$69,064.00	\$32.89
Dispatch Supervisor	DSUP-3	\$72,518.00	\$34.53
Dispatch Supervisor	DSUP-4	\$76,143.00	\$36.26
Dispatch Supervisor	DSUP-5	\$79,951.00	\$38.07
Dispatch Supervisor	DSUP-6	\$83,948.00	\$39.97
Executive Director	ED-1	\$120,000	\$61.20
Financial Admin Specialist	FA-1	\$55,304.00	\$26.33
Financial Admin Specialist	FA-2	\$58,068.00	\$27.65
Financial Admin Specialist	FA-3	\$60,971.00	\$29.03
Financial Admin Specialist	FA-4	\$64,021.00	\$30.49
Financial Admin Specialist	FA-5	\$67,222.00	\$32.01
Financial Admin Specialist	FA-6	\$70,583.00	\$33.61
IT Project Vendor Manager	IT-1	\$93,915.00	\$44.72
IT Project Vendor Manager	IT-2	\$98,612.00	\$46.96
IT Project Vendor Manager	IT-3	\$102,068.00	\$48.60
IT Project Vendor Manager	IT-4	\$107,171.00	\$51.03
IT Project Vendor Manager	IT-5	\$112,530.00	\$53.59
IT Project Vendor Manager	IT-6	\$118,156.00	\$56.26
NG 911- IT	NG-1	\$97,067.00	\$46.67
NG 911- IT	NG-2	\$101,920.00	\$49.00
NG 911- IT	NG-3	\$107,016.00	\$51.45
NG 911- IT	NG-4	\$112,367.00	\$54.02
NG 911- IT	NG-5	\$117,985.00	\$56.72
NG 911- IT	NG-6	\$123,884.00	\$59.56

Benefit Contributions Premiums

- Retroactive to January 1, 2022, employer agrees to pay up to one thousand six hundred fifty dollars (\$1,650) toward the cost of the monthly premium for eligible employees, with the excess paid by the employee through payroll deductions.
- Effective January 1, 2023, employer agrees to increase their monthly contributions by 80% of the aggregate average increase in our offered medical plans, up to a maximum of one thousand seven hundred dollars (\$1,700), with the excess paid by the employee through payroll deductions.
- Effective January 1, 2024, employer agrees to increase their monthly contributions by 80% of the aggregate average increase in our offered medical plans, up to a maximum of one thousand seven hundred dollars (\$1,750), with the excess paid by the employee through payroll deductions.

VEBA/HRA

In the event that the lowest cost plan decreases, or the cost of the dental plan premiums decrease, Employer's contributions will decrease by ninety-five percent (95%) of the amount of the decrease. In no event shall the employer's contribution ever exceed the monthly contribution rate.

Vacation Accruals

All full-time employees will earn vacation in accordance with the table set forth retro-active to January 1, 2022:

Employment Anniversary Date in Years	Vacation Accrual Rate Per Pay Period	Annual Total Hours Accrued
0	4.5	108
1	5	120
2 - 3	5.5	132
4 - 8	5.75	138
9	6	144
10	6.5	156
11 -12	6.75	162
13 - 14	7	168
15 -16	7.5	180
17 and over	7.75	186