



# PIERCE COUNTY

## CLASSIFICATION & COMPENSATION STUDY, PHASE 1 BRIEFING

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Human Resource Services for Public Agencies

# Study Scope

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Phase	Review Period	Pay Grids Reviewed	Grid Titles	No. Class Titles	No. Positions	% Total
Phase 1	March – July '02	W, N, E, R	Elected Officials, Executive, Legal & Sheriff	106	198	16%
Phase 2		K	Professional	258	610	50%
Phase 3		C, G	Maintenance/Trade General	86	403	34%
Total				450	1211	100%

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# Study Objectives

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- Review internal and external salary equity based on market data.
  - Conduct a salary market study.
  - Make recommendations on salaries, classification, and related issues.
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# Classification & Compensation Systems: Three Basic Elements

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- Classification plan
  - Compensation plan
  - Internal equity system for linking the plans
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## Internal equity system job factors

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- Knowledge, nature of work
  - Supervision exercised/scope of responsibility
  - Scope and effect of decisions and actions
  - Problem solving and complexity/nature & extent of guidelines
  - Application of Authority
  - Purpose & nature of work contacts
  - Physical and sensory demand and hazards
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# Consultant's Findings: Phase 1

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- **Classification plan needs major updating**
  - **Internal equity system is essentially non-existent**
  - **Pay plan structure needs major updating**
    - **Majority of employees in Phase 1 jobs are at or near topped out in their pay range.**
    - **98 different pay ranges in use for W, N, E, R, K, C, & G Grids**
    - **35% pay width (minimum to maximum) too narrow**
  - **Pierce County needs to complete Phases 2/3, then update salaries using internal equity system & market data**
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# Labor Market Survey

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- **53 benchmark jobs surveyed**
  - **49 jurisdictions surveyed**
    - **36% local public sector**
    - **26% regional public sector (Washington, Oregon & Idaho)**
    - **36% national public sector**
  - **61% response rate as of June 2002**
  - **Custom survey supplemented by**
    - **2002 NW Management & Professional Salary Survey, Milliman USA**
    - **Washington County Employees Salary & Benefit Survey for 2001, Assn of Washington Cities**
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# Participating Employers - Responded to Survey

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## Local Market

King County  
Kitsap County  
Snohomish Co.  
Thurston County

City of Bellevue  
City of Edmonds  
City of Federal Way  
City of Kent

City of Olympia  
City of Seattle  
City of Tacoma

State of Washington

## Regional Market

Clark County, WA  
Spokane County, WA  
Yakima County, WA  
Clackamas County, OR

Multnomah County, OR

City of Vancouver, WA  
City of Portland, OR

City of Beaverton, OR  
City of Boise, Idaho

State of Oregon

## National Market

Beaufort County, NC  
Clark County, Nevada  
Jefferson County, AL  
Pima County, AZ  
Sacramento County, CA  
Salt Lake County, Utah

Galveston, TX

East Bay Municipal Utility District  
(CA)

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<b>Classification Title</b>	<b>Local Market</b>			
	<b># of Matches</b>	<b>Median Maximum Salary</b>	<b>Pierce Maximum Salary</b>	<b>% Pierce Higher or Lower</b>
Clerk to the Council	6	\$ 5,934	\$ 8,161	37.5%
Council Admin. 2	6	3,764	4,687	24.5%
GIS Manager	6	6,634	8,161	23.0%
Clerk	3	6,668	8,161	22.4%
Software Development Manager	5	6,858	8,161	19.0%
Nurse Supervisor - Corrections	4	5,260	6,226	18.4%
Director, Assigned Counsel	3	7,704	9,027	17.2%
Director, Government Relations	6	8,502	9,896	16.4%
Director, Budget & Finance	10	9,010	10,332	14.7%
County Attorney 4	5	6,913	7,861	13.7%
Auditor	3	6,703	7,475	11.5%
County Engineer	7	7,737	8,595	11.1%
Wastewater Treatment Plant Superintendent	6	6,186	6,852	10.8%
Risk Manager	8	7,437	8,161	9.7%
Maintenance Manager (Roads)	11	7,049	7,729	9.6%
Assessor	4	7,098	7,681	8.2%
Revenue & Investment Manager	6	6,338	6,852	8.1%
Accounting Manager	9	6,394	6,852	7.2%
Purchasing Agent	4	6,426	6,852	6.6%
Council Research 3	4	6,491	6,852	5.6%
Director, Information Services	11	8,568	9,027	5.4%
Director, Public Works & Utilities	9	9,066	9,462	4.4%
Prosecuting Attorney	8	9,775	9,936	1.6%
Chief Deputy Attorney (Civil)	7	8,520	8,643	1.4%

	# of Matches	Median Maximum Salary	Pierce Maximum Salary	% Pierce Higher or Lower
Sheriff	7	9,038	9,027	-0.1%
Director, Human Services	7	7,851	7,729	-1.6%
Mental Health Manager	3	6,990	6,852	-2.0%
Water Programs Manager	3	8,001	7,729	-3.4%
Wastewater Utility Manager	5	8,001	7,729	-3.4%
Captain (Sheriff)	8	7,550	7,278	-3.6%
Director, Planning & Land Services	10	8,602	8,161	-5.1%
Labor Relations Manager	8	7,276	6,852	-5.8%
Chief Deputy Attorney (Criminal)	7	9,231	8,643	-6.4%
Budget Manager	7	6,980	6,422	-8.0%
County Attorney 1	5	4,951	4,545	-8.2%
Building Official	8	7,482	6,852	-8.4%
County Executive	6	10,690	9,758	-8.7%
Director, Facilities	6	8,491	7,729	-9.0%
Recreation Superintendent	6	7,066	6,422	-9.1%
Council Member Assistant	4	6,173	5,556	-10.0%
Bureau Chief	7	9,073	8,161	-10.1%
Director, Parks & Recreation	9	8,994	7,729	-14.1%
Economic Development Manager	4	6,990	5,989	-14.3%
Senior Property Room Officer	5	5,257	4,404	-16.2%
Director, Community Services	4	9,378	7,729	-17.6%
Council Member	5	7,271	5,855	-19.5%
Council Research & Policy Administrator	2	Insufficient Data		
Council Legal 2	2	Insufficient Data		
Forensic Pathologist	1	Insufficient Data		
Medical Examiner	1	Insufficient Data		
Physician/Medical Director-Corrections	2	Insufficient Data		
Staff Physician	2	Insufficient Data		
			<b>Average</b>	<b>2.7%</b>

# *Putting the Pieces Together*



**Classification Plan**

**Internal Equity System**

**Compensation Plan**

**Labor Market Data**

# Questions and Answers

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