



Board of County Commissioners Agenda Request

2L
Agenda Item #

Requested Meeting Date: November 12, 2024

Title of Item: January 1, 2025 Non-union Wage Adjustment

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <input type="checkbox"/> Hold Public Hearing <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Information Only
Submitted by: Bobbie Danielson		Department: Human Resources
Presenter (Name and Title):		Estimated Time Needed:
Summary of Issue: Please find a copy of the 2025 wage scale attached. Seeking Board approval to grant 5% within range movement, not to exceed the MAX on 1/1/2025 for non-union employees. This is our pattern settlement, consistent with other 1/1/2025 negotiated increases.		
Alternatives, Options, Effects on Others/Comments:		
Recommended Action/Motion: Motion to authorize 5% within range movement, not to exceed the MAX on 1/1/2025 for non-union employees.		
Financial Impact: <i>Is there a cost associated with this request?</i> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>What is the total cost, with tax and shipping? \$</i> Varies by department. Outlined in 2025 budget. <i>Is this budgeted?</i> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i> This is a budgeted expense.		

Legally binding agreements must have County Attorney approval prior to submission.

OPEN RANGE SCALE FOR JANUARY 1, 2025

Grade	MIN		MAX	
	FLSA Non-Exempt	FLSA Exempt	FLSA Non-Exempt	FLSA Exempt
21	\$ 57.09	\$ 78.90	\$ 118,751.41	\$ 164,115.46
20	\$ 55.06	\$ 76.08	\$ 114,521.92	\$ 158,243.67
19	\$ 53.02	\$ 73.26	\$ 110,288.47	\$ 152,373.13
18	\$ 50.99	\$ 70.43	\$ 106,055.02	\$ 146,502.59
17	\$ 48.95	\$ 67.61	\$ 101,821.57	\$ 140,632.05
16	\$ 46.92	\$ 64.79	\$ 97,588.12	\$ 134,761.51
15	\$ 44.88	\$ 61.97	\$ 93,354.67	\$ 128,890.97
14	\$ 42.85	\$ 59.14	\$ 89,121.22	\$ 123,020.43
13	\$ 40.81	\$ 56.32	\$ 84,887.77	\$ 117,149.89
12	\$ 38.78	\$ 53.50	\$ 80,654.32	\$ 111,279.35
11	\$ 36.74	\$ 50.68	\$ 76,420.87	\$ 105,408.81
10	\$ 34.71	\$ 47.85	\$ 72,187.42	\$ 99,538.27
9	\$ 32.67	\$ 45.03	\$ 67,945.39	\$ 93,667.73
8	\$ 30.63	\$ 42.21	\$ 63,710.50	\$ 87,797.19
7	\$ 28.59	\$ 39.39	\$ 59,475.61	\$ 81,926.65
6	\$ 26.57	\$ 36.57	\$ 55,264.12	\$ 76,056.11
5	\$ 24.53	\$ 33.74	\$ 51,029.23	\$ 70,185.57
4	\$ 22.50	\$ 30.92	\$ 46,794.34	\$ 64,315.03
3	\$ 20.46	\$ 28.10	\$ 42,559.45	\$ 58,444.49
2	\$ 18.43	\$ 25.28	\$ 38,324.57	\$ 52,573.95
1	\$ 16.39	\$ 22.45	\$ 34,089.68	\$ 46,703.41

Min/Max post adjusted 4% 1/1/2025