



911 Communications Department

351 NW North Street
Chehalis WA 98532

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Board of County Commissioners
Lewis County Washington

JAN 13 2023

MEMO

TO: BOCC

FROM: Jennifer Libby-Jones, Director of 911 Communications

DATE: January 17, 2023 BOCC Wrap Up/County Manager's Update

SUBJECT: 911 Operations Chief Salary

As part of CBA negotiations with the 911 Dispatcher's Guild, the dispatchers negotiated a two grade lateral increase over 2023/2024. During discussions regarding negotiations, it was noted that this increase would cause salary compression from the represented dispatcher and supervisor positions to the non-represented Operations Chief position, currently filled by Elizabeth Casteel. It is my recommendation that we make a market adjustment of a two (2) grade lateral increase to this position from Grade/Step 124/11 to 126/11 effective upon approval by the BOCC to avoid salary compression issues and appropriately compensate this position in line with the dispatcher and supervisor salaries.

There is no change to organizational structure with this request. This increase in salary can be absorbed within the 2023 budget. This has been discussed with Human Resources and they concur with this recommendation.