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- City of Lacey
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- North Thurston Public Schools
- Olympia School District
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- Intercity Transit
- LOTT Clean Water Alliance
- Port of Olympia
- PUD No. 1 of Thurston County

**ASSOCIATE MEMBERS:**

- Lacey Fire District #3
- Puget Sound Regional Council
- The Evergreen State College
- Thurston Conservation District
- Thurston Economic Development Council
- Timberland Regional Library

**MEMORANDUM**

**TO:** Thurston Regional Planning Council

**FROM:** Marc Daily, Executive Director

**DATE:** November 29, 2024

**SUBJECT:** Adjustment of salary range for Finance Manager position

**PURPOSE**

Executive Director Marc Daily will outline challenges Thurston Regional Planning Council (TRPC) has encountered in recruiting for a new Finance Manager and request action from Council to adjust the salary range for the Finance Manager position.

**Summary:**

- TRPC began recruiting for a new Finance Manager in September 2024.
- That recruitment garnered little response, and no qualified candidates were identified.
- In surveying other ongoing recruitments for similar positions, staff noted that the pay range for the Finance Manager position is considerably lower than other similar public agency recruitments.
- TRPC is now advertising for either a Senior Accountant or Finance Manager to attract more candidates.
- Executive Director Daily anticipates bringing the Council a more comprehensive, agency-wide salary adjustment proposal in mid-2025.
- The Finance Manager position is critical to the agency's core functions.
- Executive Director Daily is proposing increasing the salary range for this position at this time to aid in recruitment and negotiation for a new Finance Manager.
- The current salary range is range 29 (\$7,654 - \$9,558), and this proposal would increase the position to range 31 (\$8,041 - \$10,042) if approved.

**REQUESTED ACTION**  
 Executive Director Daily requests that Council raise the salary range for the Finance Manager position to from range 29 to range 31 to improve recruitment success for the position.



Marc Daily  
Executive Director

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