

June 20, 1997
Clerk 7/28/97

Introduced By: Larry Gossett

Proposed No.: 97-321

MOTION NO. **10262**

A MOTION relating to the establishment of a new compensation plan for employees of the executive branch of the newly consolidated government.

WHEREAS, Motion 9106 was adopted by the King County council on August 23, 1993, requesting transmittal of a detailed work program, schedule and policies to guide the development of a comprehensive classification and compensation plan; and

WHEREAS, Motion 9182 was adopted by the King County council on December 13, 1993, establishing a philosophy and objectives for the classification and compensation plan; and

WHEREAS, the executive has asked and the council desires to provide direction on the development of the new classification and compensation plan; and

WHEREAS, the council also desires to review and approve certain elements of the work program to develop the new classification and compensation plan as they are completed in order to reaffirm the direction provided in the policies or reissue the direction if deemed necessary by the council; and

WHEREAS, Motion 9990 was adopted by the King County council on October 21, 1996 relating to the establishment of new county classifications;

NOW, THEREFORE BE IT MOVED by the Council of King County that the compensation plan be developed reflecting:

A. The expectation on the part of the voters, when asked to approve the consolidation, that the consolidation would not result in increased costs; and

1 B. The desirability of the Puget Sound region as a place in which to work and live; and

2 C. The council's commitment to the principle of equal pay for equal work and the
3 establishment of fair compensation practices for county employees as outlined in county
4 ordinances; and

5 D. Adherence to the principles, policies, and procedures of Ordinance 11480 and Motion
6 9182; and

7 FURTHERMORE, BE IT MOVED by the Metropolitan King County Council that:
8 the following principles be considered in the development of the executive's recommendations for
9 a new classification and compensation plan:

10 A. The placement of classifications on salary ranges should be primarily based on the
11 market.

12 B. When developing and using market information to guide the placement of
13 classifications on salary ranges:

14 1. The market should be defined as large public sector employers in the Puget
15 Sound region, except where insufficient numbers of comparable jobs exist within the local public
16 sector market or where recruitment and any employer-identified concerns regarding retention exist,
17 then other public or private sector employers may be considered as appropriate; and

18 2. King County will define "large public sector employers in the Puget Sound"
19 region to include, but not be limited to, Pierce and Snohomish counties; the cities of Seattle,
20 Tacoma, Everett, Bellevue; the Port of Seattle; University of Washington; and the State of
21 Washington. King County reserves the right to modify or add to this list where insufficient
22 numbers of similar jobs are found in the foregoing public agencies; and

23 3. Classifications should be assigned to salary ranges so that compensation falls
24 no more than five percent above or below the market average; and

1 4. The methodology used in the compensation study may include a total
2 compensation survey and analysis of the market to determine the appropriate compensation for
3 represented and non-represented classifications within the County system.

4 a. "Total compensation" refers to wage or salary compensation plus the
5 dollar value of leaves, insurance and retirement benefits.

6 C. When developing information to guide the placement of classifications on salary
7 ranges:

8 1. The methodology may include, but not be limited to, the use of job analysis
9 and job evaluation techniques. "Job analysis" refers to the determination of a position's duties,
10 responsibilities and requirements. Normally, King County has used class specifications, position
11 description questionnaires, desk audit information and organizational charts to analyze job content.
12 Job evaluation refers to the process of assigning relative value of a position or classification based
13 on the nature, difficulty responsibility and requirements of the work. The job evaluation process
14 may be used to establish the internal hierarchy of classes or positions within an occupational
15 family.

16 2. The methodology will consider internal equity which is defined as using
17 equitable schedules of pay for all positions within a classification and/or classification series.

18 3. Whenever feasible and appropriate, a pay differential of no less than 7.5
19 percent will be implemented between supervisors and subordinates.

20 D. In planning for the implementation and administration of changes in classification
21 and/or compensation as it relates to affected employees, the following should be considered:

22 1. Changes for non-represented positions will be implemented upon conclusion of
23 the compensation phase of the Study, no sooner than Januaray 1, 1998; unless it is determined that
24 internal equity considerations warrant awaiting the conclusion of collective bargaining with unions
25 representing related classifications; and

1 2. Changes for represented positions will be implemented through the collective
2 bargaining process and reflect negotiated rates of pay to be effective no sooner than January 1,
3 1998; and

4 3. In general, when an employee's classification is placed on a new salary range,
5 the employee should be placed on the step in the new range nearest but not lower than the
6 employee's then current salary or pay rate on the prior range; and

7 a. When an employee's classification is placed on a new, higher salary
8 range, the employee should be placed on step one of the new range if step one of the new range is
9 higher than the employee's then current step; and

10 b. When an employee's classification is placed on a new, lower salary
11 range with a top step which is lower than the employee's then current salary, the employee should
12 have his/her then current salary frozen or "y-rated" until such time as cost of living increases make
13 the top step of the new salary range equal to, or greater than, the employee's "y-rated" salary.

14 E. When consideration is given to varying or special elements of pay or total wages:

15 1. Base pay and movement through the salary range should be the primary
16 element of the new pay plan, although variable, incentive or alternative pay options may be
17 considered; and

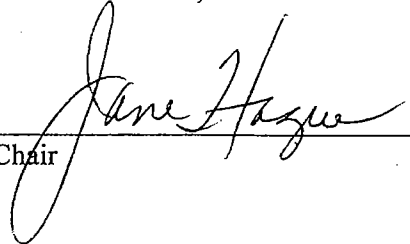
18 2. Efforts to develop a new performance evaluation and merit pay system for
19 county employees, including the effort to develop performance measures for the county, will be
20 initiated following the completion of the Classification/Compensation Study.

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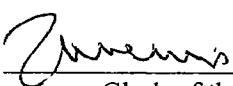
F. The provisions of this motion do not waive rights any party may have under R.C.W.
41.56, and will not apply to interest arbitration qualified bargaining units.

PASSED by a vote of 13 to 0 this 28th day of July, 1997

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Chair

ATTEST:


Clerk of the Council

Attachments: