

Introduced by: Paul Barden

Proposed No: 80 • 279

ORDINANCE NO. 4871

AN ORDINANCE relating to the Charter-Required Pay Plan and Personnel Policy Ordinance No. 4324; Establishing the King County Standardized Salary Schedule and the 1980 Salary Allocation List for Appointed Classifications, for Career Service Classifications and for Public Safety Civil Service Classifications; and, Providing for Incentive Merit Pay Increases, and Repealing Ordinance No. 4160...

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance No. 4160 is hereby repealed.

SECTION 2. In construing the provisions of this Ordinance, except where otherwise declared or clearly apparent from the context, words used here shall be given their common and ordinary meaning. In addition, the following definitions shall apply:

(1) PAY PLAN - A systematic schedule of numbered pay ranges with minimum, maximum and intermediate steps for each pay range, a schedule of assignment of each classification to a numbered pay range and rules for administration.

(2) INCENTIVE (MERIT) INCREASE - An increase to an employee's base salary within the assigned pay ranges, based on demonstrated performance.

(3) POSITION - A group of current duties and responsibilities assigned by competent authority requiring the full-time or part-time employment of one person.

(4) CLASSIFICATION PLAN - The arrangement of positions into classes, together with specifications describing each class.

(5) CLASSIFICATION - A position or group of positions, established by authority, being sufficiently similar in respect to the duties, responsibilities and authority thereof, that the same descriptive title may be used to designate each position allocated to the class.

(6) NEW CLASSIFICATION - A new classification is required because factors of an existing classification cannot be applied to a position or group of positions.

(7) RECLASSIFICATION - A change in the classification of a position to a higher, lower or equivalent class on the basis of significant changes in the kind, difficulty and responsibility of duties assigned by competent authority.

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1 (8) SALARY OR PAY RATE - An individual dollar amount which is one of the
2 steps in a pay range paid to an employee based on the classification of the
3 position occupied.

4 (9) PAY RANGE - One or more pay rates representing the minimum, maximum
5 and intermediate steps assigned to a classification.

6 (10) PAY RANGE ADJUSTMENT -- The adjustment of the numbered pay range of
7 a class to another numbered pay range in the schedule based on a class concept
8 change, competitive pay data or other significant factors.

9 (11) Y-RATE - A pay rate that is in excess of the maximum (Step 10) of
10 the pay range assigned to the classification of a position.

11
12 SECTION 3. The salary allocation list for elected and appointed classes
13 set forth is hereby approved and adopted.

14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	
	OXXX	CLERICAL, ADMINISTRATIVE AND FISCAL																		
	00XX	GENERAL CLERICAL																		
	0025	Confidential Secretary I						35												
	0026	Confidential Secretary II						37												
	01XX	DATA PROCESSING																		
	0145	Systems Services Manager						73												
	02XX	STORES, PURCHASING AND PROPERTY MANAGEMENT																		
	0255	Property Manager						71												
	03XX	ACCOUNTING, FISCAL CONTROL AND FINANCE																		
	0337	Comptroller						75												
	0356	Program Development Manager						67												
	0357	Program Budget Manager						75												
	0358	Administrative Assistant - Budgets						61												
	0359	Director of Budget and Program Development						81												
	0378	Stadium Finance Manager						65												
	0491	Chief Deputy Assessor						72												
	05XX	ELECTIONS, DOCUMENTS AND LEGAL																		
	0525	Records and Elections Manager						70												
	0547	Director - Office of Public Defense						69												

1	0548 Administrative Assistant - Public Defense	50
2	0554 Assistant Director - Judicial Administration	53
3	0555 Director of Judicial Administration	69
4	06XX GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
5	0627 Agriculture Director	81
6	0629 Personnel Manager	74
7	0636 General Services Manager	73
8	0637 Stadium Director	81
9	0638 Stadium Sales and Promotions Manager	65
10	0640 Stadium Operations & Maintenance Manager	71
11	0641 County Fair Manager	57
12	0645 Building Manager	69
13	0649 Safety Manager	61
14	0650 Administrative Assistant - Architecture	50
15	0651 Architecture and Design Manager	71
16	0652 Assistant Medical Examiner	79
17	0653 Chief Medical Examiner	92
18	0654 Administrative Assistant - Agriculture	50
19	0655 Building and Land Development Manager	74
20	0659 Planning Manager	74
21	0662 Airport Manager	69
22	0663 County Road Engineer	77
23	0665 Public Works Director	81
24	0666 Hydraulics Division Manager	69
25	0667 Solid Waste Division Manager	69
26	0670 Administrative Assistant - Parks	57
27	0675 Parks and Recreation Manager	76
28	0677 Director of Planning & Community Development	81
29	0678 Arts Commission Executive Director	54
30	0679 Executive Secretary - Boundary Review Board	54
31	0681 Administrative Assistant I - County Executive	54
32	0682 Administrative Assistant II - County Executive	64
33	0683 Administrative Assistant III - County Executive	69

1	0684	Administrative Assistant IV - County Executive	70
2	0686	Administrative Assistant - Program Development	57
3	0687	Deputy County Executive	81
4	0693	Deputy County Administrative Officer	67
5	0695	County Administrative Officer	81
6	07XX	GENERAL ADMINISTRATIVE & ALLIED STAFF SERVICES	
7	0705	Administrative Assistant - Youth Services	59
8	0712	Technical Systems Manager	65
9	0718	Administrative Assistant Medical Examiner	50
10	0719	Youth Services Director	81
11	0726	Administrative Services Manager -- Public Works	67
12	1XXX	SOCIAL, HEALTH AND RELATED SERVICES	
13	10XX	SOCIAL SERVICES	
14	1127	Human Services Division Manager	69
15	1151	Emergency Medical Services Manager	69
16	1152	Administrative Assistant - Emergency Medical Services	52
17	14XX	CORRECTIONS SERVICES	
18	1440	Corrections Division Manager	69
19	1450	Rehabilitative Services Director	81
20			
21			
22			
23	4XXX	GRANT FUNDED POSITIONS	
24	4025	Confidential Secretary I	35
25	4150	Alcoholism Services Division Manager	69
26	4323	Housing and Community Development Manager	65

27 SECTION 4. The salary allocation list for Career Service classes set
 28 forth below is hereby approved and adopted:

29	0XXX	CLERICAL, ADMINISTRATIVE AND FISCAL	PAY RANGE NUMBER
30	00XX	GENERAL CLERICAL	
31	0001	Office Aide	15*
32	0005	Office Assistant I	17*
33	0006	Office Assistant II	21*

1	0007 Office Assistant II	24*
2	0008 Mag Card Operator	25*
3	0012 Office Technician I	27*
4	0013 Office Technician II	30*
5	0014 Office Technician III	35*
6	0016 Secretary I	24*
7	0017 Secretary II	30*
8	0018 Secretary III	35*
9	0030 Office Coordinator	35
10	0031 Office Services Supervisor	35*
11	0051 Abstract Technician	30
12	0061 Switchboard Operator I	NR
13	0062 Switchboard Operator II	NR
14	0071 Receptionist	22*
15	01XX DATA PROCESSING	
16	0101 Operations Coordinator I	NR
17	0102 Operations Coordinator II	NR
18	0103 Operations Coordinator III	NR
19	0105 Computer Master Scheduler	NR
20	0111 Data Entry Operator I	NR
21	0112 Data Entry Operator II	NR
22	0113 Data Entry Operator III	NR
23	0114 Lead Data Entry Operator	NR
24	0115 Data Entry System Supervisor	NR
25	0117 EDP Librarian	NR
26	0121 Computer Operator I	NR
27	0122 Computer Operator II	NR
28	0123 Computer Operator III	NR
29	0125 Computer Shift Supervisor	NR
30	0126 Recovery Analyst - Computer Operations	44
31	0127 Programmer Analyst I	44
32	0128 Programmer Analyst II	50
33	0129 Programmer Analyst III	55

1	0130 Programmer Analyst IV	58
2	0131 Programmer I	40
3	0132 Computer Technology Specialist	57
4	0135 EDP Project Manager	61
5	0136 Computer Operations Unit Manager	54
6	0137 Technology Manager	61
7	0141 Systems and Programming Development Manager	67
8	0142 Technology and Operations Manager	67
9	0161 EDP Program Coordinator	48
10	02XX STORES, PURCHASING AND PROPERTY MANAGEMENT	
11	0201 Stores Clerk	NR
12	0203 Stadium Supply Clerk	NR
13	0205 Storekeeper	NR
14	0207 Supply Supervisor	52
15	0209 Contract Specialist	37
16	0211 Buyer	NR
17	0212 Senior Buyer	NR
18	0215 Purchasing Manager	60
19	0220 Real Estate Representative	39
20	0221 Staff Appraiser I	49
21	0222 Staff Appraiser II	54
22	0231 Inventory Control Clerk I	27
23	0232 Inventory Control Clerk II	30
24	0233 Property - Maintenance Supervisor	47
25	0235 Road Use Investigator	42
26	0237 Right-of-Way Agent I	49
27	0238 Right-of-Way Agent II	54
28	0239 Claims Adjustor	36
29	0240 Claims Coordinator	47
30	0241 Risk Management Officer	66
31	0243 Franchise Officer	49
32	0245 Title and Escrow Officer	49
33	0247 Property Management Coordinator	39

1	0248 Property Management Supervisor	54
2	03XX ACCOUNTING, FISCAL CONTROL AND FINANCE	
3	0301 Account Clerk I	17*
4	0302 Account Clerk II	24*
5	0305 Payroll Control Technician	37
6	0308 Fiscal Services Technician	NR
7	0310 Internal Auditor	55
8	0311 Accountant I	42*
9	0312 Accountant II	49*
10	0315 Account Section Supervisor - General Services	40
11	0316 Administrative Services Officer I	50
12	0317 Administrative Services Officer II	55
13	0318 Administrative Services Officer III	57
14	0319 Chief Accountant	65
15	0320 Comptroller Section Supervisor	55
16	0321 Cashier I	28*
17	0322 Cashier II	35*
18	0325 County Revenue Officer I	NR
19	0326 County Revenue Officer II	NR
20	0327 Investment Specialist	49
21	0335 Finance Manager	65
22	0340 Economist	57
23	0350 Budget Analyst Trainee	42
24	0351 Budget Analyst I	47
25	0352 Budget Analyst II	52
26	0353 Budget Analyst III	57
27	0354 Budget Analyst IV	59
28	0361 Site Cashier	NR
29	0375 Box Office Assistant I	27
30	0376 Box Office Assistant II	42
31	04XX PROPERTY APPRAISAL	
32	0401 Appraiser Aide	30
33	0405 Appraiser I	NR

1	0406 Appraiser II	NR
2	0410 Auditor Appraiser Assistant	NR
3	0411 Auditor Appraiser I	NR
4	0412 Auditor Appraiser II	NR
5	0421 Forestry Appraiser	NR
6	0431 Assessments Auditor	NR
7	0436 Mapping Unit Supervisor	NR
8	0438 Assessments Analyst I	NR
9	0439 Assessments Analyst II	NR
10	0440 Assessments Systems Analyst	55
11	0441 Appraisal Unit Supervisor	NR
12	0442 Sales Analysis Unit Supervisor	52
13	0443 Special Exemptions Coordinator	52
14	0444 Assessments Technical Services Officer	50
15	0446 Assessments Land Use Supervisor	52
16	0451 Assessments Section Supervisor I	56
17	0452 Assessments Section Supervisor II	59
18	0453 Assessments Assistant Division Manager	56
19	0461 Assessments Division Manager I	63
20	0462 Assessments Division Manager II	66
21	05XX ELECTIONS, DOCUMENTS AND LEGAL	
22	0501 Voting Machine Programmer	NR
23	0502 Election Supply Technician	NR
24	0503 Assistant Voting Machine Custodian	NR
25	0504 Voting Machine Custodian	NR
26	0505 Torrens Title Clerk	NR
27	0514 Elections Supervisor	54
28	0515 Elections Superintendent	62
29	0521 Superintendent of Records	51
30	0531 Court Clerk I	26
31	0532 Court Clerk II	30
32	0543 Judicial Services Supervisor I	41
33	0544 Judicial Services Supervisor II	43

1	06XX GENERAL ADMINISTRATIVE & ALLIED STAFF SERVICES	
2	0601 Administrative Aide	33
3	0602 Park Operations Assistant	50
4	0603 Safety Training Specialist	46
5	0604 Management Analyst III	57
6	0605 Administrative Assistant I	42*
7	0606 Administrative Assistant II	50*
8	0607 Administrative Assistant III	57
9	0608 Management Analyst I	47
10	0609 Management Analyst II	52
11	0610 Records Supervisor	40
12	0611 Management Analyst Trainee	42
13	0612 Labor/Employee Relations Specialist I	43
14	0613 Affirmative Action Administrator	62
15	0614 Equal Employment Opportunity Officer	54
16	0615 Departmental Personnel Officer I	53
17	0616 Departmental Personnel Officer II	57
18	0617 Community Relations Specialist	42
19	0618 Community Relations Supervisor	57
20	0619 Administrator - King County Public Employment Program	64
21	0620 Contract Analyst	52
22	0621 Personnel Analyst I	42
23	0622 Personnel Analyst II	54
24	0623 Personnel Analyst III	59
25	0624 Labor/Employee Relations Specialist II	50
26	0625 Labor & Employee Relations Manager	66
27	0626 Personnel Services Supervisor	60
28	0628 Contract Compliance Officer	52
29	0630 Program Assistant	42
30	0631 Program Analyst I	47
31	0632 Program Analyst II	52
32	0633 Program Analyst III	57
33	0634 Program Analyst IV	61

1	0635 Assistant General Services Manager	60
2	0642 Personnel Technician	42
3	0643 Grant Coordinator	50
4	0646 Worker's Compensation Coordinator	37
5	0647 Safety Officer	50
6	0648 Assistant Safety Manager	58
7	0657 Parks Security/Safety Coordinator	50
8	0658 Sales & Promotion Assistant	47
9	0661 Assistant Airport Manager	58
10	0668 Fleet Administrator	66
11	0671 Parks Operations Manager	63
12	0672 Recreation Programs Manager	60
13	0673 Parks Capital Improvement Manager	56
14	0674 Chief Examiner - Civil Service Commission	56
15	0680 Arts Commission Coordinator	47
16	0690 Stadium Operations Assistant	50
17	0691 Stadium Operations Aide	33
18	0696 Parks Capital Improvement Specialist	50
19	0697 Public Information Officer	47
20	0699 License Support Supervisor	54
21	07XX GENERAL ADMINISTRATIVE & ALLIED STAFF SERVICES	
22	0702 Claims Officer	52
23	0703 Coordinator - Women's Program	57
24	0704 Equal Opportunity Investigator	43
25	0706 Program Coordinator	53
26	0707 Systems Coordinator	55
27	0708 Historic Preservation Officer	52
28	0710 Assistant Manager-Stadium Operations & Maintenance	68
29	0714 Technical Systems Assistant	50
30	0716 Graphic Arts Designer	43
31	0720 Facilities Service Manager - DYS	54
32	0721 Court Services Manager - DYS	64
33	0722 Community Services Manager - DYS	64

1	0723 Detention Manager - DYS	64
2	0724 Special Services Manager - DYS	55
3	0725 Fleet Coordinator	50
4	0728 Agriculture Project Manager	57
5	0729 Agriculture Support Coordinator	52
6	0731 Community Arts Development Coordinator	42
7	0735 Employment Specialist - AA	42
8	0736 Contract Compliance Specialist	42
9	0740 EEO Technician	35
10	1XXX SOCIAL, HEALTH AND RELATED SERVICES	
11	10XX SOCIAL SERVICES	
12	1005 Aging Program Coordinator	52
13	1018 Program Coordinator - Mental Health	57
14	1019 Program Coordinator - Drug Abuse	57
15	1020 Program Coordinator - Developmental Disability	57
16	1022 Social Services Program Analyst	47
17	1023 Social Services Coordinator	50
18	1026 Monitoring Evaluation Section Coordinator	56
19	1028 Statistician	50
20	1031 Veterans Aid Interviewer	NR
21	1035 Veterans Aid Manager	47
22	1041 Probation Counselor I	42
23	1042 Probation Counselor II	48
24	1043 Probation Counselor III	54
25	1045 Probation Program Supervisor	60
26	1047 Jail Counselor - Case Manager	42
27	1051 Involuntary Commitment Specialist	53
28	1053 Involuntary Commitment Coordinator	60
29	11XX HEALTH SERVICES	
30	1101 Medical Investigator	NR
31	1103 Chief Investigator	54
32	1107 Technical Support Supervisor - MEO	50
33	1108 Autopsy Assistant	NR

1	1109 Pathology Assistant	NR
2	1148 Emergency Medical Services Training Coordinator	44
3	1150 Emergency Medical Services Coordinator	44
4	1153 Emergency Medical Service Program Analyst	47
5	1157 Paramedic	NR
6	12XX RECREATIONAL SERVICES	
7	1201 Pool Operator	NR
8	1202 Aquatics Manager	60
9	1204 Aquatics Supervisor	50
10	1205 Pool Manager	42
11	1207 Senior Swim Instructor	17
12	1209 Recreation Leader	30
13	1211 Recreation Specialist I	37
14	1212 Recreation Specialist II	42
15	1213 Recreator	42
16	1217 Assistant Recreation Supervisor	46
17	1218 Recreation Programs Administrator	52
18	13XX YOUTH SERVICES	
19	1305 Accounting Technician I - DYS	NR
20	1306 Accounting Technician II - DYS	NR
21	1309 Switchboard Operator - DYS	NR
22	1312 Stores Clerk - DYS	NR
23	1313 Storekeeper - DYS	NR
24	1316 Business Manager - DYS	40
25	1320 Custodian - DYS	NR
26	1321 Maintenance Worker - DYS	NR
27	1322 Maintenance Supervisor - DYS	NR
28	1326 Cook - DYS	NR
29	1327 Kitchen Supervisor - DYS	NR
30	1330 Nurses Assistant - DYS	NR
31	1331 Staff Nurse - DYS	NR
32	1334 Juvenile Probation Counselor - DYS	NR
33	1335 Juvenile Probation Counselor Supervisor - DYS	NR

1	1338 Detention Worker - DYS	NR
2	1339 Detention Supervisor - DYS	NR
3	1342 Recreation Specialist - DYS	NR
4	1344 Social Services Coordinator - DYS	NR
5	1346 Volunteer Coordinator - DYS	NR
6	1348 Youth Employment Specialist - DYS	NR
7	1350 Youth Employment Coordinator - DYS	NR
8	1352 School Psychologist - DYS	NR
9	1360 Youth Program Analyst - DYS	NR
10	1362 Youth Program Field Coordinator	46
11	1364 Youth Program Coordinator I	50
12	1366 Jobline Coordinator	43
13	1368 Youth Services Bureau Coordinator	51
14	14XX CORRECTIONS SERVICES	
15	1401 Security Aide	NR
16	1404 Corrections Officer	NR
17	1407 Corrections Sergeant	NR
18	1408 Corrections Lieutenant	NR(1)
19	1410 Assistant Jail Commander	60
20	1411 Jail Commander	67
21	1415 Social Worker	47
22	1418 Jail Social Services Supervisor	53
23	1420 Pre-Trial Screener	38
24	1428 Work Release Field Agent	NR
25	1430 Work Release Intake Counselor	NR
26	1432 Work Release Supervisor	60
27	2XXX ENGINEERING, PLANNING AND INSPECTIONS	
28	20XX ENGINEERING AND RELATED	
29	2001 Engineering Technician I	NR
30	2002 Engineering Technician II	NR
31	2003 Engineering Technician III	43*
32	2011 Drafting Technician I	34
33	2012 Drafting Technician II	38

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1	2013 Drafting Technician III	42
2	2014 Cadastral Drafting Technician	NR
3	2031 Civil Engineer I	NR
4	2032 Civil Engineer II	NR
5	2033 Civil Engineer III	NR
6	2034 Civil Engineer IV	66
7	2035 Civil Engineer V	69
8	2047 Land Surveyor I	NR
9	2048 Land Surveyor II	NR
10	2049 Land Surveyor III	66
11	2050 Environmental Analyst	50
12	2055 Environmental Engineer	NR
13	2061 Cartographer	45*
14	2066 Contract Officer I	47
15	2067 Contract Officer II	52
16	2068 Contract Officer III	57
17	2071 Architect I	47
18	2072 Architect II	52
19	2073 Architect III	57
20	2074 Contract Officer - Harborview Medical Center	61
21	2075 Project Coordinator - Architecture	65
22	2081 Plans Examiner I	NR
23	2082 Plans Examiner II	NR
24	2083 Plans Examiner III	64
25	2091 Landscape Architect I	47
26	2092 Landscape Architect II	52*
27	2093 Landscape Architect III	57
28	21XX PLANNING	
29	2105 Planning Assistant	42
30	2107 Planning Support Technician I	39
31	2108 Planning Support Technician II	45
32	2109 Planning Support Technician III	50
33	2110 Planning Researcher	47

1	2111 Planner I	47
2	2112 Planner II	52
3	2113 Planner III	57
4	2114 Planner IV	61
5	2116 ATV Planner	47
6	2117 Outdoor Recreation Planner	47
7	2121 Zoning Technician	NR
8	2130 Transportation Planning Assistant	45
9	2131 Transportation Planner I	49
10	2132 Transportation Planner II	53
11	2133 Transportation Planner III	57
12	2135 Chief Transportation Planner	61
13	2141 Earth Scientist	57
14	22XX INSPECTIONS	
15	2201 General Inspector I	NR
16	2202 General Inspector II	NR
17	2203 General Inspector III	52
18	2205 Building Inspection Supervisor	60
19	2208 Permit Service Center Supervisor	60
20	2209 Code Enforcement Officer	56
21	2210 Building Permit Technician	NR
22	2211 Addressing Technician	NR
23	2221 Fire Prevention Inspector I	48
24	2222 Fire Marshal	60
25	2223 Assistant Fire Marshal	54
26	2224 Fire Investigator	48
27	2225 Structural Engineer	NR
28	2231 License Inspector I	NR
29	2232 License Inspector II	NR
30	2241 Solid Waste Inspector	35
31	2250 Animal Control Officer	NR
32	2255 Animal Control Chief	57
33	3XXX PUBLIC SAFETY AND RELATED	

1	30XX LAW ENFORCEMENT	
2	31XX EMERGENCY SERVICES	
3	4XXX GRANT FUNDED POSITIONS	
4	4004 Office Aide	15
5	4005 Office Assistant I	17
6	4006 Office Assistant II	21
7	4007 Office Assistant III	24
8	4012 Office Technician I	27
9	4013 Office Technician II	30
10	4014 Office Technician III	35
11	4016 Secretary I	24
12	4017 Secretary II	30
13	4031 Court Clerk I	26
14	4035 Inventory Control Clerk	27
15	4050 Computer Program Librarian	34
16	4051 Operations Coordinator I	22
17	4053 Data Entry Operator II	24
18	4071 Receptionist	22
19	41XX	
20	4101 Administrator - ATF	63
21	4102 Administrative Support Supervisor	50
22	4103 Extended Care Administrator	57
23	4104 DAS Treatment Director	55
24	4105 Admitting Clerk	25
25	4110 Nursing Assistant	17
26	4114 Licensed Practical Nurse	27
27	4116 Registered Nurse	44
28	4117 Nurse Practitioner	NR
29	4118 Supervising Registered Nurse	50
30	4124 Alcohol Worker I	35
31	4125 Alcohol Worker II	42
32	4126 Alcohol Program Supervisor I	44
33	4127 Alcohol Program Supervisor II	50

1	4130 Alcohol Program Driver	25
2	4134 Food Handler	17
3	4151 Administrator - Staff Services	57
4	4152 Alcohol Program Analyst I	47
5	4153 Alcohol Division Planner-Evaluator	55
6	4156 Recreation Specialist II	NR
7	4157 Detention Recreation Specialist	38
8	4162 Alcoholism Training Coordinator	50
9	4164 Industrial Alcoholism Coordinator I	50
10	4167 Outreach Counselor	27
11	4168 Outreach Project Coordinator	35
12	4175 Vocational Instructor	NR
13	4176 Alcohol Counselor	NR
14	4177 Alcohol Counselor Lead	NR
15	4180 Alcohol Maintenance Leader	NR
16	4181 Alcohol Group Leader	NR
17	4183 Cook-Baker	NR
18	4184 Mess Steward	NR
19	4187 Alcohol Resource Aide	27
20	4190 Alcoholism Para Trainee	17
21	42XX	
22	4203 Drafting Technician I	34
23	4204 Drafting Technician II	38
24	4205 Youth Service Bureau Coordinator	51
25	4206 Jobline Coordinator	43
26	4207 Youth Program Area Coordinator	45
27	4208 Youth Program Section Planner	45
28	4209 Youth Program Specialist	35
29	4210 Youth Training Aide	30
30	4211 Manpower Program Section Coordinator	47
31	4212 Youth Counselor-Caseworker	43
32	4214 EMS Evaluation Project Research Assistant I	42
33	4215 EMS Research Analyst	50

1	4217 Youth Program Coordinator II	57
2	4218 EMS Evaluation Project Research Assistant II	46
3	4219 Administrative Support Coordinator	52
4	4222 Program Assistant - Cooperative Extension	28
5	4225 Jail Social Service Professional	47
6	4248 EEO Technician	35
7	4258 Jail Counselor-Case Manager	42
8	4259 Pre-trial Screener	38
9	4260 Health Screener	35
10	4265 Manpower Skills Trainer	43
11	4266 Training Coordinator	43
12	4270 Social Worker	47
13	4281 Plans Examiner I	NR
14	43XX	
15	4302 Account Clerk II	24
16	4303 Cashier I	28
17	4305 Planning Assistant	42
18	4307 Transportation Planner I	49
19	4308 Weatherization Specialist	37
20	4310 Planning Support Technician III	50
21	4311 Planner I	47
22	4312 Planner II	52
23	4313 Planner III	57
24	4314 Technical Assistance Trainee	37
25	4315 Technical Assistance Coordinator	57
26	4316 Technical Assistance Specialist II	52
27	4317 Technical Assistance Specialist I	48
28	4318 Loan Officer	50
29	4319 Coordinator Housing Rehabilitation	57
30	4320 Housing Specialist	49
31	4321 Thermal Efficiency Technician I	26
32	4322 Thermal Efficiency Technician II	30
33	4325 Cartographer	NR

	4331 Civil Engineer I	NR
1	4342 Accountant II	49
2	4349 Zoning Technician	NR
3	4350 Environmental Analyst	50
4	4351 Budget Analyst I	47
5	4352 Budget Analyst II	52
6	4371 Community Energy Management Project Director	60
7	4372 Community Energy Management Planner	52
8	4374 Energy Technology Specialist	56
9	4379 Surface Water Analyst	52
10	44XX	
11	4451 Communications Specialist	NR
12	4456 Technical Services Assistant I	NR
13	4457 Technical Services Assistant II	NR
14	4458 Technical Services Specialist I	NR
15	4460 Evidence and Supply Clerk	NR
16	4461 Corrections Officer	NR
17	4463 Security Aide	NR
18	45XX	
19	4502 Stadium Utility Worker	NR
20	4503 Program Coordinator	53
21	4511 Animal Control Officer	NR
22	4512 Custodian	NR
23	4515 Assistant Solid Waste Inspector	28
24	4516 Solid Waste Inspector	35
25	4531 Park Manager I	NR
26	4538 Stores Clerk	NR
27	4539 Recreation Program Driver	25
28	4540 Duplicating Equipment Operator	NR
29	46XX	
30	4601 Administrative Aide	33
31	4605 Administrative Assistant I	42
32	4606 Administrative Assistant II	50
33	4607 Administrative Assistant III	57

1	4612 Intergovernmental Relations Specialist	50
2	4616 Administrative Services Officer I	50
3	4617 Administrative Services Officer II	55
4	4619 Fiscal Management Officer	54
5	4620 Contract Compliance Officer - PEP	50
6	4621 Employment Program Specialist I	42
7	4622 Employment Program Specialist II	50
8	4623 Employment Program Services Supervisor	55
9	4626 Employment Program Analyst	52
10	4627 Employment Program Planner	47
11	4628 Contract Compliance Assistant - PEP	42
12	4631 Fiscal Management Specialist I	37
13	4632 Fiscal Management Specialist II	42
14	4640 Bi-Lingual Youth Advisor	20
15	4672 Energy-Resource Recovery Program Coordinator	57
16	5XXX CUSTODIAL, SECURITY AND PARKING	
17	50XX CUSTODIAL	
18	5002 Custodian	NR
19	5005 Custodial Supervisor	34*
20	5011 Emergency Aide	NR
21	5021 Window Washer	NR
22	5031 Building Services Supervisor	47
23	51XX SECURITY	
24	5101 Security/Information Officer	NR
25	5111 Airport Security Officer I	NR
26	5112 Airport Security Officer II	NR
27	5115 Airport Security Chief	***
28	5121 Bridge Tender	NR
29	5129 Park Manager I	NR
30	5130 Park Manager II	NR
31	5131 Park Manager III	NR
32	5132 Park Manager IV	NR
33	5135 Park Utilityworker I	NR

1	5136 Park Utilityworker II	NR
2	5144 Stadium Security Guard	NR
3	5146 Stadium Security Chief	NR
4	52XX PARKING	
5	5211 Aircraft Parking Attendant	NR
6	5213 Aircraft Parking-Supervisor	NR
7	5221 Vehicle Dispatcher	NR
8	53XX FOOD SERVICES	
9	5311 Cook-Baker	NR
10	5317 Mess Steward	NR
11	6XXX MAINTENANCE, TRADES AND RELATED	
12	60XX GENERAL MAINTENANCE AND SUPERVISION	
13	6001 Utilityworker	NR
14	6005 Utility Leadworker	NR
15	6007 Airport Maintenance Worker	NR
16	6011 Site Attendant	NR
17	6021 Automotive Service Attendant	NR
18	6022 Garage Service Aide	NR
19	6031 Sign & Marking Installer	NR
20	6041 Truck Driver I	NR
21	6042 Truck Driver II	NR
22	6043 Truck Driver III	NR
23	6046 Equipment Operator I	NR
24	6047 Equipment Operator II	NR
25	6050 Facilities Superintendent	**
26	6052 Motor Pool Supervisor	50
27	6053 Assistant Equipment Supervisor	***
28	6055 Equipment Supervisor	***
29	6058 Hydraulics Division Supervisor	***
30	6060 Landscape Gardener	NR
31	6063 Sign and Marking Supervisor	***
32	6064 Park Landscape Supervisor	NR
33	6065 Park Maintenance Supervisor	56

1	6066 Equipment Coordinator	NR
2	6072 Airport Maintenance Superintendent	***
3	6075 Solid Waste Supervisor	***
4	6076 Solid Waste Operations Supervisor	***
5	6085 Construction Supervisor I	***
6	6086 Construction Supervisor II	***
7	6088 Assistant Special Services Superintendent	***
8	6089 Special Services Superintendent	***
9	6095 Assistant Public Works Division Supervisor	***
10	6096 Public Works Division Supervisor	***
11	6098 Assistant Road Maintenance Superintendent	***
12	6099 Road Maintenance Superintendent	***
13	61XX GENERAL TRADE AND SUPERVISION	
14	6100 Apprentice Carpenter	NR
15	6101 Carpenter I	NR
16	6103 Carpenter II	NR
17	6107 Painter I	NR
18	6109 Painter II	NR
19	6111 Sign Painter	NR
20	6112 Striping and Marking Painter	NR
21	6113 Plant Operator	NR
22	6114 Spray Technician	NR
23	6117 Plumber I	NR
24	6119 Plumber II	NR
25	6121 Electrician I	NR
26	6123 Electrician II	NR
27	6125 Welder	NR
28	6127 Machinist	NR
29	6131 Apprentice Automotive Machinist	NR
30	6133 Automotive Machinist I	NR
31	6135 Automotive Machinist II	NR
32	6137 Automotive Body Repair Specialist	NR
33	6141 Traffic Signal Technician	NR

1	6143	Traffic Signal Supervisor	NR
2	6145	Radio Repair Technician	NR
3	6147	Electronics Technician	NR
4	6148	Media Technician	27
5	6149	Communications Supervisor	NR
6	6150	Technical Systems Aide	27
7	6151	Steamfitter	NR
8	6153	Stationary Engineer	NR
9	6155	Building Maintenance Engineer	49
10	6157	Chief Engineer	NR
11	6165	Traffic Operations Supervisor	***
12	6166	Stadium Utilityworker	NR
13	6168	Stadium Carpenter	NR
14	6169	Stadium Electrician	NR
15	6170	Stadium Plumber	NR
16	6171	Stadium Painter	NR
17	6172	Stadium Equipment Operator	NR
18	6173	Stadium Head Groundskeeper	NR
19	6175	Support Services Supervisor	NR
20	6177	Stadium Maintenance Helper	NR
21	6180	Water & Sewer System Operator	38
22	62XX	GENERAL REPRODUCTION	
23	6203	Blueprint Machine Operator	NR
24	6205	Microfilm Operator	21*
25	6209	Electronic Typesetter Operator	NR
26	6210	Junior Offset Press Operator	NR
27	6211	Duplicating Equipment Operator	NR
28	6212	Offset Press Operator	NR
29	6213	Offset Pressman Apprentice	NR
30	6214	Printshop Coordinator	NR
31	6215	Print Shop Assistant	NR
32	6235	Photographer	NR
33	6236	Graphic Arts Designer	43

NR Negotiated Rate

NR(1) Wage rate five percent over the top step of Corrections Sergeant.

* Wage rates of member of collective bargaining units set up by negotiated contract.

** Stadium Management (See Section 6).

*** Department of Public Works (See Section 5).

SECTION 5. The Public Works classifications listed below shall have their salaries increased on January 1, 1980, as follows:

	<u>Percent Above Equipment Operator II</u>	
	<u>Beginning</u>	<u>After Six Months</u>
<u>Assistant Supervisor</u>	5	10
6053, 6072, 6085, 6095		

	<u>Percent Above Assistant Supervisor</u>	
<u>Supervisor</u>	5	10
6058, 6063, 6075, 6086, 6096		

	<u>Percent Above Supervisor</u>	
<u>Assistant Superintendent</u>	5	10
6055, 6076, 6088, 6098, 6165		

	<u>Percent Above Assistant Superintendent</u>	
<u>Superintendent</u>	5	10
6089, 6099		

	<u>Percent Above Airport Security Officer II</u>	
<u>Airport Security Chief</u>	5	10
5115		

SECTION 6. The Stadium Management classifications listed below shall have their salaries increased on January 1, 1980, as follows:

<u>Facilities Superintendent</u>	\$2506.82/month
6050	

SECTION 7. The salary for Department of Public Safety classes set forth below is hereby approved and adopted:

7402 Captain	2828.93/month plus longevity and education incentive
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1	7401 Major (2)*	3253.27/month plus longevity and educa- tion incentive
2		
3	7406 Chief-Bureau-Police Operations*	3741.26/month plus longevity and educa- tion incentive
4		
5	7407 Chief-Bureau-Staff Services*	3741.26/month plus longevity and educa- tion incentive
6		

7	3049 Director of Public Safety*	Pay Range Number 81
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8 Non-Commissioned Personnel:

Pay Range Number

9	7400 Administrator-Auxiliary Services*	64
10	7408 Emergency Services Coordinator	40
11	7409 Confidential Secretary - Public Safety*	37
12	7410 Administrative Assistant-Public Safety*	60
13	7427 Administrative Secretary (2)*	35
14	7430 Records Manager	57
15	7439 Administrative Services Officer II	60
16	7440 Administrative Services Officer I	50
17	7443 Juvenile Services Unit Counselor	40
18	7445 Juvenile Services Unit Supervisor	50
19	7494 Legal Advisor*	61
20	7495 Planner Analyst	52
21	7496 Public Information Officer	47
22	7499 Administrator-Personnel and Training	60

23 * Exempt positions, per the provisions of R.C.W.
24 41.14.070. Figures in parenthesis represent
25 total number of authorized exempt positions,
26 per the individual classified position title.

27 SECTION 8. The elected office of the Prosecutor shall be
28 compensated at the annual rate of \$52,478 effective January 1,
29
30
31
32
33

1 1980.

2 SECTION 9. The elected office of the Assessor shall be
3 compensated at the annual rate of \$45,480 effective January 1,
4 1980.

5 SECTION 10. The provisions of this section shall be
6 applicable to all positions in the Executive Branch and the
7 Department of Assessments allocated to a classification assigned
8 a pay range in Sections 4, 5 and 12 of this ordinance.

9 A. The Schedule of Pay Ranges shall consist of ninety-nine
10 pay ranges, each containing ten steps as approved in the annual
11 cost of living ordinance.

12 B. Employees may receive within-range increases from one
13 step to the next higher step, upon satisfactory completion of
14 the probationary period and annually thereafter as provided
15 below:

16 (1) Upon completion of the probationary period, an em-
17 ployee's salary shall be advanced to Step 2, if the rate
18 currently paid is Step 1. If the employee's initial salary is
19 at Step 2, or higher, it may be advanced to the next higher
20 step, upon completion of six months' satisfactory performance.
21 A probationary increase beyond Step 2 is permissive and may be
22 given at the discretion of the appointing authority. Such
23 increases must be supported by performance appraisal. Increases
24 exceeding Step 5 must be approved by the Personnel Manager.

25 (2) Annual Step Incentive Increases may be given in the
26 fourth quarter of each year and must be supported by performance
27 appraisal,

28 PROVIDED THAT, the 1980 merit pay plan shall not be
29 implemented unless the policies and procedures of that program
30 are approved by the Council, by July 15, 1980. Approval of
31 procedures after that date shall constitute approval of the
32 program for implementation in 1981."

33 (3) Employees are eligible for a step increase on the

1 basis of performance.

2 (3a) In recognition of above standard or exceptional per-
3 formance, the appointing authority may grant an annual increase
4 exceeding a single step.

5 (3b) Increases beyond Step 5 must be based upon above
6 standard performance and must be supported by performance
7 appraisal. Such increases shall be awarded in accordance with
8 the provisions of Council Motion No. 4591.

9 (3c) Any collective bargaining unit may negotiate, as a
10 provision of the collective bargaining agreement, an incentive
11 pay plan granting pay increases above the negotiated pay rate.

12 (3d) Employees receiving incentive increases whose current
13 salary does not coincide with a step on the pay plan shall be
14 advanced to a step on the pay plan which shall be the next
15 higher step after such incentive increase.

16 C. An appointing authority may grant to an employee an
17 increase to a salary above the top step of the range if the
18 following conditions are met:

19 (1) The employee is not a department director.

20 (2) The employee must have been at the top step of the
21 range for a least two consecutive years.

22 (3) The employee must have demonstrated continuous out-
23 standing performance, which must be supported by performance
24 appraisal.

25 (4) Written justification must be submitted to the
26 Personnel Manager for approval.

27 (5) Merit increases above the top step may not exceed
28 five percent, PROVIDED that, in no case shall the resultant
29 annual salary of an employee exceed ninety-five percent of his
30 immediate supervisor's annual salary.

31 (6) Merit increases above the top step will be in effect
32 for twelve months only. Such increases must be justified each
33 year by meeting the above specified conditions.

1 D. Department directors shall not be prohibited from
2 incentive (merit) pay increases but shall not be included in
3 this ordinance.

4 E. All within-range increases are subject to the
5 availability of funds. Within-range increases are not automatic
6 but shall be given only upon the affirmative action of the
7 appointing authority.

8 SECTION 11. The Personnel Manager shall have the responsi-
9 bility and authority to reclassify any position to an existing
10 or new classification, provided that any salary adjustments
11 resulting from said reclassification shall not become effective
12 until such time as the Division of Program Budgets certifies
13 that sufficient funds are available, within the then existing
14 appropriation of the department within which the position is
15 being reclassified.

16 SECTION 12. The Personnel Manger may abolish, amend or
17 create new classifications provided the assignment or reassign-
18 ment of pay ranges to said classifications shall be subject to
19 the provisions of Section 11 herein. Provided further, any pay
20 range adjustments for positions exceeding range sixty (60) or
21 movements of five or more pay ranges for any existing classifi-
22 cation, shall be confirmed by the Operations, Police and
23 Judiciary Committee prior to implementation.

24 SECTION 13. An employee who has a valid Washington State
25 Professional Civil Engineering license, a registered Architect's
26 license or a professional designation of MAI, RM, SSA, CPM or
27 SR/WA, shall be paid an additional twenty-five dollars per
28 month if such degree or professional license is a requirement
29 of his job assignment. Further, any employee who, as a re-
30 quirement of his job assignment, is a Certified Public
31 Accountant or possesses a Psychologist license, shall be paid
32 an additional twenty-five dollars per month.

33 Section 14. The administration of the pay provisions set
34 forth herein will be the responsibility of the County Executive.

1 SECTION 15. Pay range assignments shall be subject to con-
2 firmation by ordinance by the King County Council at least
3 annually.

4 SECTION 16. The King County Council may abolish, amend or
5 create classifications and assign pay ranges to said classifica-
6 tions for legislative branch employees, provided however, that
7 any resultant salary adjustments shall be contingent upon suf-
8 ficient funds within the legislative branch budget.

9 SECTION 17. As provided for in general law and Section
10 960 of the Charter, elected officials of the Council shall be
11 compensated at the rate of \$29,500 plus six percent effective
12 January 9, 1978, and increased at the rate of six percent
13 effective January 1, of each of the ensuing years.

14 SECTION 18. Should any section, subsection, paragraph,
15 sentence, clause or phrase of this ordinance be declared un-
16 constitutional or invalid for any reason, such decision shall
17 not affect the validity of the remaining portions of this
18 ordinance.

19 INTRODUCED AND READ for the first time this 28th day of
20 April, 19 80.

21 PASSED this 5th day of May, 19 80.

22 KING COUNTY COUNCIL
23 KING COUNTY, WASHINGTON

24 Bill Reams
25 Chairman

26
27 ATTEST:

28
29 Dorothy M. Quinn DEPUTY
30 Clerk of the Council

31 APPROVED this _____ day of _____, 1980.

32 ~~DEEMED ENACTED WITHOUT~~
33 COUNTY EXECUTIVE'S SIGNATURE,

 DATED: 5/15/80
 King County Executive



John D. Spellman
County Executive
King County Courthouse
Seattle, Washington 98104
(206) 344-4040

May 15, 1980

The Honorable Bill Reams
Chairman, King County Council
C O U R T H O U S E

Dear Councilman Reams:

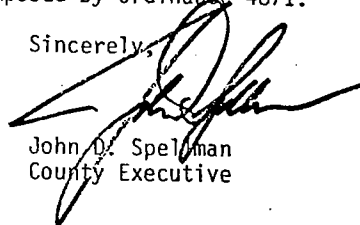
I am returning Ordinance 4871, the Annual Charter Required Pay Plan, unsigned. After reviewing the ordinance and the several changes made by the Operations, Police & Judiciary Committee, I became concerned about language inserted in the ordinance relating to the merit pay program. The language to which I refer is found in Section 10, Page 26. It reads:

"PROVIDED THAT, the 1980 merit pay plan shall not be implemented unless the policies and procedures of that program are approved by the council, by July 15, 1980. Approval of procedures after that date shall constitute approval of the program for implementation in 1981."

This language appears to again place the county's merit pay program in jeopardy. I am uncertain about the intent of that language since the 1980 merit pay program was approved in the 1980 budget ordinance. A proviso was included which states "The executive shall report to the council on the results of the Merit Pay Plan approved by the council for 1980." I fully intend to comply with that proviso. By the end of this month proposed changes will be transmitted to the council that will address concerns raised by councilmembers for their consideration.

I trust that this is sufficient time to consider and approve merit pay "policies and procedures" prior to the deadline imposed by Ordinance 4871.

Sincerely,



John D. Spellman
County Executive

JDS:ps
Attachment
cc: All Councilmembers