

Introduced by: PAUL BARDEN

Proposed No: 81-170

5443

ORDINANCE NO: _____

AN ORDINANCE relating to the Charter-Required Pay Plan and Personnel Policy Ordinance No. 4324; Establishing the 1981 Salary Allocation List for Appointed Classifications, for Career Service Classifications and for Public Safety Civil Service Classifications; and, Providing for Incentive Pay Increases, and Repealing Ordinance No. 4871.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance No. 4871 is hereby repealed.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 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.

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

14			
15	OXXX	CLERICAL, ADMINISTRATIVE AND FISCAL	PAY RANGE NUMBER
16	00XX	GENERAL CLERICAL	
17	0025	Confidential Secretary I	35
18	0026	Confidential Secretary II	37
19	01XX	DATA PROCESSING	
20	0145	Systems Services Manager	73
21	02XX	STORES, PURCHASING AND PROPERTY MANAGEMENT	
22	0255	Property Manager	71
23	03XX	ACCOUNTING, FISCAL CONTROL AND FINANCE	
24	0337	Comptroller	75
25	0356	Program Development Manager	67
26	0357	Program Budget Manager	75
27	0358	Administrative Assistant - Budgets	59
28	0359	Director of Budget and Program Development	81
29	0378	Stadium Finance Manager	65
30	0491	Chief Deputy Assessor	72
31	05XX	ELECTIONS, DOCUMENTS AND LEGAL	
32	0525	Records and Elections Manager	70
33	0547	Director - Office of Public Defense	69

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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	65
6	0629 Personnel Manager	74
7	0636 General Services Manager	73
8	0637 Stadium Director	81
9	0638 Promotion & Media Relations 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	0745	Utility Administrator	63
13	1XXX	SOCIAL, HEALTH AND RELATED SERVICES	
14	10XX	SOCIAL SERVICES	
15	1127	Human Services Division Manager	69
16	1151	Emergency Medical Services Manager	69
17	1152	Administrative Assistant - Emergency Medical Services	52
18	14XX	CORRECTIONS SERVICES	
19	1440	Corrections Division Manager	69
20	1450	Rehabilitative Services Director	81
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	OXXX	CLERICAL, ADMINISTRATIVE AND FISCAL	PAY RANGE NUMBER
30	O0XX	GENERAL CLERICAL	
31	0001	Office Aide	15*
32	0005	Office Assistant I	17*
33	0006	Office Assistant II	21*

1	0007 Office Assistant III	24*
2	0008 Mag Card Operator	25*
3	0010 Word Processing Technician	27
4	0012 Office Technician I	27*
5	0013 Office Technician II	30*
6	0014 Office Technician III	35*
7	0016 Secretary I	24*
8	0017 Secretary II	30*
9	0018 Secretary III	35*
10	0030 Office Coordinator	35
11	0031 Office Services Supervisor I	35*
12	0032 Office Services Supervisor II	40*
13	0051 Abstract Technician	30
14	0061 Switchboard Operator I	NR
15	0062 Switchboard Operator II	NR
16	0071 Receptionist	22*
17	01XX DATA PROCESSING	
18	0101 Operations Coordinator I	NR
19	0102 Operations Coordinator II	NR
20	0103 Operations Coordinator III	NR
21	0105 Computer Master Scheduler	NR
22	0111 Data Entry Operator I	NR
23	0112 Data Entry Operator II	NR
24	0113 Data Entry Operator III	NR
25	0114 Lead Data Entry Operator	NR
26	0115 Data Entry System Supervisor	NR
27	0117 EDP Librarian	NR
28	0121 Computer Operator I	NR
29	0122 Computer Operator II	NR
30	0123 Computer Operator III	NR
31	0125 Computer Shift Supervisor	NR
32	0126 Production Analyst	47
33	0127 Programmer Analyst I	48

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1	0128 Programmer Analyst II	54
2	0129 Programmer Analyst III	59
3	0130 Programmer Analyst IV	60
4	0131 Programmer I	44
5	0132 Computer Technology Specialist	60
6	0135 EDP Project Manager	61
7	0136 Quality Control Manager	58
8	0137 Technology Manager	61
9	0141 Systems and Programming Development Manager	67
10	0142 Technology and Operations Manager	67
11	0161 EDP Program Coordinator	48
12	02XX STORES, PURCHASING AND PROPERTY MANAGEMENT	
13	0201 Stores Clerk	NR
14	0203 Stadium Supply Clerk	NR
15	0205 Storekeeper	NR
16	0207 Supply Supervisor	52
17	0209 Contract Specialist	37
18	0211 Buyer	NR
19	0212 Senior Buyer	NR
20	0215 Purchasing Manager	60
21	0220 Real Estate Representative	39
22	0221 Staff Appraiser I	49
23	0222 Staff Appraiser II	54
24	0231 Inventory Control Clerk I	27
25	0232 Inventory Control Clerk II	30
26	0233 Property - Maninenance Supervisor	47
27	0235 Road Use Investigator	42
28	0236 Acquisition Coordinator	39
29	0237 Right-of-Way Agent I	49
30	0238 Right-of-Way Agent II	54
31	0239 Claims Adjustor	36
32	0240 Claims Coordinator	47
33	0241 Risk Management Officer	66

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1	0242 Risk Management Assistant	52
2	0243 Franchise Officer	49
3	0245 Title and Escrow Officer	49
4	0247 Property Management Coordinator	39
5	0248 Property Management Supervisor	54
6	03XX ACCOUNTING, FISCAL CONTROL AND FINANCE	
7	- 0301 Accounty Clerk I	17*
8	- 0302 Accounty Clerk II	24*
9	0305 Payroll Control Technician	37
10	0308 Fiscal Services Technician	NR
11	0310 Internal Auditor	55
12	0311 Accountant I	42*
13	0312 Accountant II	49*
14	0315 Account Section Supervisor - General Services	40
15	0316 Administrative Services Officer I	50
16	0317 Administrative Services Officer II	55
17	0318 Administrative Services Officer III	57
18	0319 Chief Accountant	65
19	0320 Comptroller Section Supervisor	55
20	0321 Cashier I	28*
21	0322 Cashier II	35*
22	0325 County Revenue Officer I	NR
23	0326 County Revenue Officer II	NR
24	0327 Investment Specialist	49
25	0335 Finance Manager	65
26	0340 Economist	57
27	0350 Budget Analyst Trainee	42
28	0351 Budget Analyst I	47
29	0352 Budget Analyst II	52
30	0353 Budget Analyst III	57
31	0354 Budget Analyst IV	59
32	0361 Site Cashier	NR
33	0380 Ticket Office Assistant	50

1	04XX	PROPERTY APPRAISAL	
2	0401	Appraiser Aide	30
3	0405	Appraiser I	NR
4	0406	Appraiser II	NR
5	0410	Auditor Appraiser Assistant	NR
6	0411	Auditor Appraiser I	NR
7	0412	Auditor Appraiser II	NR
8	0421	Forestry Appraiser	NR
9	0431	Assessments Auditor	NR
10	0436	Mapping Unit Supervisor	NR
11	0438	Assessments Analyst I	NR
12	0439	Assessments Analyst II	NR
13	0440	Assessments Systems Analyst	55
14	0441	Appraisal Unit Supervisor	NR
15	0442	Sales Analysis Unit Supervisor	52
16	0443	Special Exemptions Coordinator	52
17	0444	Assessments Technical Services Officer	50
18	0446	Assessments Land Use Supervisor	52
19	0451	Assessments Section Supervisor I	56
20	0452	Assessments Section Supervisor II	59
21	0453	Assessments Assistant Division Manager	56
22	0461	Assessments Division Manager I	63
23	0462	Assessments Division Manager II	66
24	05XX	ELECTIONS, DOCUMENTS AND LEGAL	
25	0501	Voting Machine Programmer	NR
26	0502	Election Supply Technician	NR
27	0503	Assistant Voting Machine Custodian	NR
28	0504	Voting Machine Custodian	NR
29	0505	Torrens Title Clerk	NR
30	0510	Assistant Superintendent - Records & Elections DP	54
31	0515	Elections Superintendent	62
32	0521	Superintendent of Records	51
33	0531	Court Clerk I	26

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1	0532 Court Clerk II	30
2	0543 Judicial Services Supervisor I	41
3	0544 Judicial Services Supervisor II	43
4	06XX GENERAL ADMINISTRATIVE & ALLIED STAFF SERVICES	
5	0601 Administrative Aide	33
6	0602 Park Operations Assistant	50
7	0603 Safety Training Specialist	46
8	0604 Management Analyst III	57
9	0605 Administrative Assistant I	42*
10	0606 Administrative Assistant II	50*
11	0607 Administrative Assistant III	57
12	0608 Management Analyst I	47
13	0609 Management Analyst II	52
14	0610 Records Supervisor	40
15	0612 Labor/Employee Relations Specialist I	43
16	0613 Affirmative Action Administrator	62
17	0614 Equal Employment Opportunity Officer	54
18	0615 Departmental Personnel Officer I	53
19	0616 Departmental Personnel Officer II	57
20	0617 Community Relations Specialist	42
21	0618 Community Relations Supervisor	57
22	0619 Administrator - King County Public Employment Program	64
23	0621 Personnel Analyst I	42
24	0622 Personnel Analyst II	54
25	0623 Personnel Analyst III	59
26	0624 Labor/Employee Relations Specialist II	52
27	0625 Labor & Employee Relations Manager	66
28	0626 Personnel Services Supervisor	60
29	0628 Contract Compliance Officer	52
30	0630 Program Assistant	42
31	0631 Program Analyst I	47
32	0632 Program Analyst II	52
33	0633 Program Analyst III	57

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1	0634 Program Analyst IV	61
2	0635 Assistant General Services Manager	60
3	0642 Personnel Technician	42
4	0643 Grant Coordinator	50
5	0646 Worker's Compensation Coordinator	37
6	0647 Safety Officer	50
7	0648 Assistant Safety Manager	58
8	0657 Parks Security/Safety Coordinator	50
9	0658 Information Specialist	47
10	0661 Assistant Airport Manager	58
11	0668 Fleet Administrator	66
12	0671 Parks Operations Manager	63
13	0672 Recreation Programs Manager	60
14	0673 Parks Capital Improvement Manager	56
15	0674 Chief Examiner - Civil Service Commission	56
16	0680 Arts Commission Coordinator	47
17	0690 Stadium Operations Assistant	50
18	0691 Stadium Operations Aide	33
19	0696 Parks Capital Improvement Specialist	50
20	0697 Public Information Officer	47
21	0699 License Support Supervisor	54
22	07XX GENERAL ADMINISTRATIVE & ALLIED STAFF SERVICES	
23	0702 Claims Officer	52
24	0703 Coordinator - Women's Program	57
25	0704 Management Specialist	52
26	0706 Program Coordinator	53
27	0707 Systems Coordinator	55
28	0708 Historic Preservation Officer	56
29	0709 Historic Program Coordinator	42
30	0710 Assistant Manger - Stadium Operations	68
31	0714 Technical Systems Assistant	50
32	0715 Stadium Tour Supervisor	28
33	0716 Graphic Arts Technician	NR

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1	0720 Facilities Service Manager - DYS	54
2	0721 Court Services Manager - DYS	64
3	0722 Community Services Manager - DYS	64
4	0723 Detention Manager - DYS	64
5	0724 Special Services Manager - DYS	55
6	0725 Fleet Coordinator	50
7	0728 Agriculture Project Manager	57
8	0729 Agriculture Support Coordinator	52
9	0731 Community Arts Development Coordinator	42
10	0735 Employment Specialist - AA	42
11	0736 Contract Compliance Specialist	42
12	0737 Personnel - Contract Specialist	39
13	0740 EEO Technician	35
14	0741 Management Systems Analyst	52
15	0743 Systems Analyst - PW	55
16	0746 Retention - Detention Administrator	61
17	0770 Energy Technology Specialist	56
18	1XXX SOCIAL, HEALTH AND RELATED SERVICES	
19	10XX SOCIAL SERVICES	
20	1004 Aging Program Coordinator	42
21	1005 Aging Program Administrator	52
22	1018 Program Coordinator - Mental Health	57
23	1019 Program Coordinator - Drug Abuse	57
24	1020 Program Coordinator - Developmental Disability	57
25	1022 Social Services Program Analyst	47
26	1023 Social Services Coordinator	50
27	1026 Monitoring Evaluation Section Coordinator	56
28	1028 Statistician	50
29	1031 Veterans Aid Interviewer	NR
30	1035 Veterans Aid Manager	47
31	1041 Probation Counselor I	42
32	1042 Probation Counselor II	48
33	1043 Probation Counselor III	54

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1	1045	Probation Program Supervisor	60
2	1047	Jail Counselor - Case Manager	42
3	1051	Involuntary Commitment Specialist	53
4	1053	Involuntary Commitment Coordinator	60
5	11XX	HEALTH SERVICES	
6	1101	Medical Investigator	NR
7	1103	Chief Investigator	54
8	1107	Technical Support Supervisor - MEO	50
9	1108	Autopsy Assistant	NR
10	1109	Pathology Assistant	NR
11	1148	Emergency Medical Services Training Coordinator	44
12	1150	Emergency Medical Services Coordinator	44
13	1152	Emergency Medical Services Research Analyst	50
14	1153	Emergency Medical Services Program Analyst	47
15	1154	Emergency Medical Services Research Assistant	42
16	1157	Paramedic	NR
17	12XX	RECREATIONAL SERVICES	
18	1201	Pool Operator	NR
19	1202	Aquatics Manager	60
20	1204	Aquatics Supervisor	50
21	1205	Pool Manager	42
22	1207	Senior Swim Instructor	17
23	1209	Recreation Leader	30
24	1211	Recreation Specialist I	37
25	1212	Recreation Specialist II	42
26	1213	Recreator	42
27	1217	Assistant Recreation Supervisor	46
28	1218	Recreation Programs Administrator	52
29	1220	Detention Recreation Specialist	38
30	13XX	YOUTH SERVICES	
31	1305	Accounting Technician I - DYS	NR
32	1306	Accounting Technician II - DYS	NR
33	1309	Switchboard Operator - DYS	NR

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1	1312	Stores Clerk - DYS	NR
2	1313	Storekeeper - DYS	NR
3	1316	Business Manager - DYS	40
4	1320	Custodian - DYS	NR
5	1321	Maintenance Worker - DYS	NR
6	1322	Maintenance Supervisor - DYS	NR
7	1326	Cook - DYS	NR
8	1327	Kitchen Supervisor - DYS	NR
9	1330	Nurses Assistant - DYS	NR
10	1331	Staff Nurse - DYS	NR
11	1334	Juvenile Probation Counselor - DYS	NR
12	1335	Juvenile Probation Counselor Supervisor - DYS	NR
13	1338	Detention Worker - DYS	NR
14	1339	Detention Supervisor - DYS	NR
15	1342	Recreation Specialist - DYS	NR
16	1344	Social Services Coordinator - DYS	NR
17	1346	Volunteer Coordinator - DYS	NR
18	1348	Youth Employment Specialist - DYS	NR
19	1350	Youth Employment Coordinator - DYS	NR
20	1352	School Psychologist - DYS	NR
21	1360	Youth Program Analyst - DYS	NR
22	1362	Youth Program Field Coordinator	46
23	1364	Youth Program Coordinator I	50
24	1366	Jobline Coordinator	43
25	1368	Youth Services Bureau Coordinator	51
26	14XX	CORRECTIONS SERVICES	
27	1401	Security Aide	NR
28	1404	Corrections Officer	NR
29	1407	Corrections Sergeant	NR
30	1408	Corrections Lieutenant	NR(1)
31			
32	1411	Jail Commander	67
33	1415	Social Worker	47

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2	1420 Pre-Trial Screener	38
3	1428 Work Release Field Agent	NR
4	1430 Work Release Intake Counselor	NR
5	1432 Work Release Supervisor	60
6	2XXX ENGINEERING, PLANNING AND INSPECTIONS	
7	20XX ENGINEERING AND RELATED	
8	2001 Engineering Technician I	NR
9	2002 Engineering Technician II	NR
10	2003 Engineering Technician III	NR
11	2014 Cadastral Drafting Technician	NR
12	2031 Civil Engineer I	NR
13	2032 Civil Engineer II	NR
14	2033 Civil Engineer III	NR
15	2034 Civil Engineer IV	66
16	2035 Civil Engineer V	69
17	2047 Land Surveyor I	NR
18	2048 Land Surveyor II	NR
19	2049 Land Surveyor III	66
20	2050 Environmental Analyst	50
21	2055 Environmental Engineer	NR
22	2061 Cartographer	45*
23	2066 Contract Officer I	47
24	2067 Contract Officer II	50
25	2068 Contract Officer III	57
26	2070 Construction Coordinator	60
27	2071 Architect I	47
28	2072 Architect II	52
29	2073 Architect III	57
30	2074 Contract Officer - Harborview Medical Center	61
31	2075 Project Coordinator - Architecture	65
32	2081 Plans Examiner I	NR
33	2082 Plans Examiner II	NR

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1	2083 Plans Examination Supervisor	64
2	2088 Energy Conservation Coordinator	NR
3	2091 Landscape Architect I	47
4	2092 Landscape Architect II	52*
5	2093 Landscape Architect III	57
6	21XX PLANNING	
7	2105 Planning Assistant	42
8	2107 Planning Support Technician I	39
9	2108 Planning Support Technician II	45
10	2109 Planning Support Technician III	50
11	2110 Planning Researcher	47
12	2111 Planner I	47
13	2112 Planner II	52
14	2113 Planner III	57
15	2114 Planner IV	61
16	2115 Planning Research Analyst I	47
17	2116 Planning Research Analyst II	52
18	2117 Outdoor Recreation Planner	47
19	2121 Zoning Technician	NR
20	2130 Transportation Planning Assistant	45
21	2131 Transportation Planner I	49
22	2132 Transportation Planner II	53
23	2133 Transportation Planner III	57
24	2135 Chief Transportation Planner	61
25	2141 Earth Scientist	57
26	22XX INSPECTIONS	
27	2201 General Inspector I	NR
28	2202 General Inspector II	NR
29	2203 General Inspector III	52
30	2205 Building Inspection Supervisor	60
31	2208 Permit Service Center Supervisor	60
32	2209 Code Enforcement Officer	56
33	2210 Building Permit Technician	NR

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1	2211 Addressing Technician	NR
2	2221 Fire Prevention Inspector	NR
3	2222 Fire Marshal	60
4	2223 Assistant Fire Marshal	NR
5	2224 Fire Investigator	NR
6	2225 Structural Engineer	NR
7	2231 License Inspector	NR
8	2241 Solid Waste Inspector	35
9	2250 Animal Control Officer	NR
10	2253 Animal Control Dispatcher	30
11	2255 Animal Control Chief	57
12	4XXX GRANT FUNDED POSITIONS	
13	4003 Clerical Aide Trainee	12
14	4004 Office Aide	15
15	4005 Office Assistant I	17
16	4006 Office Assistant II	21
17	4007 Office Assistant III	24
18	4012 Office Technician I	27
19	4013 Office Technician II	30
20	4014 Office Technician III	35
21	4016 Secretary I	24
22	4017 Secretary II	30
23	4031 Court Clerk I	26
24	4035 Inventory Control Clerk	27
25	4050 Computer Program Librarian	34
26	4051 Operations Coordinator I	22
27	4053 Data Entry Operator II	24
28	4071 Receptionist	22
29	41XX	
30	4101 Administrator - ATF	63
31	4102 Administrative Support Supervisor	50
32	4103 Extended Care Administrator	57
33	4104 DAS Treatment Director	57

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1	4105	Admitting Clerk	25
2	4110	Nursing Assistant	17
3	4114	Licensed Practical Nurse	27
4	4116	Registered Nurse	44
5	4117	Nurse Practitioner	NR
6	4118	Supervising Registered Nurse	50
7	4124	Alcohol Worker I	35
8	4125	Alcohol Worker II	42
9	4126	Alcohol Program Supervisor I	44
10	4127	Alcohol Program Supervisor II	50
11	4130	Alcohol Program Driver	25
12	4134	Food Handler	17
13	4152	Alcohol Program Analyst I	47
14	4153	Alcohol Division Planner-Evaluator	55
15	4156	Recreation Specialist II	NR
16	4157	Detention Recreation Specialist	38
17	4164	Industrial Alcoholism Coordinator I	50
18	4167	Outreach Counselor	27
19	4168	Outreach Project Coordinator	35
20	4175	Vocational Instructor	NR
21	4176	Alcohol Counselor	NR
22	4177	Alcohol Counselor Lead	NR
23	4180	Alcohol Maintenance Leader	NR
24	4181	Alcohol Group Leader	NR
25	4183	Cook-Baker	NR
26	4184	Mess Steward	NR
27	4190	Alcoholism Para Trainee	17
28	42XX		
29	4204	Services Unit Coordinator - WTP	47
30	4205	Youth Program Area Supervisor	45
31	4206	Jobline Coordinator	43
32	4207	Youth Program Area Coordinator	45
33	4208	Youth Program Section Planner	45

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1	4209 Youth Program Specialist	35
2	4210 Youth Training Aide	30
3	4211 Manpower Program Section Coordinator	49
4	4212 Youth Counselor-Caseworker	43
5	4214 EMS Evaluation Project Research Assistant I	42
6	4215 EMS Research Analyst	50
7	4217 Youth Program Coordinator II	59
8	4218 EMS Evaluation Project Research Assistant II	46
9	4219 Administrative Support Coordinator	52
10	4222 Program Assistant - Cooperative Extension	28
11	4248 EEO Technician	35
12	4258 Jail Counselor-Case Manager	42
13	4259 Pre-Trial Screener	38
14	4265 Manpower Skills Trainer	43
15	4266 Training Coordinator	43
16	4270 Social Worker	47
17	43XX	
18	4302 Account Clerk II	24
19	4303 Cashier I	28
20	4305 Planning Assistant	42
21	4307 Transportation Planner I	49
22	4308 Weatherization Specialist	37
23	4310 Planning Support Technician III	50
24	4311 Planner I	47
25	4312 Planner II	52
26	4313 Planner III	57
27	4314 Technical Assistance Trainee	37
28	4315 Technical Assistance Coordinator	57
29	4316 Technical Assistance Specialist II	52
30	4317 Technical Assistance Specialist I	48
31	4318 Loan Officer	50
32	4319 Coordinator Housing Rehabilitation	57
33	4320 Housing Specialist	49

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1	4321 Thermal Efficiency Technician I	26
2	4322 Thermal Efficiency Technician II	30
3	4325 Cartographer	NR
4	4331 Civil Engineer I	NR
5	4342 Accountant II	49
6	4349 Zoning Technician	NR
7	4351 Budget Analyst I	47
8	4352 Budget Analyst II	52
9	4371 Community Energy Management Project Director	60
10	4372 Community Energy Management Planner	52
11	4374 Energy Technology Specialist	56
12	4375 Energy Resource Recovery Coordinator	61
13	4379 Surface Water Analyst	52
14	44XX	
15	4451 Communications Specialist	NR
16	4456 Technical Services Assistant I	NR
17	4457 Technical Services Assistant II	NR
18	4458 Technical Services Specialist I	NR
19	4460 Evidence and Supply Clerk	NR
20	4461 Coorections Officer	NR
21	4464 Work Release Field Agent	NR
22	45XX	
23	4503 Program Coordinator	53
24	4511 Animal Control Officer	NR
25	4512 Custodian	NR
26	4513 Maintenance Trainee	12
27	4538 Stores Clerk	NR
28	46XX	
29	4601 Administrative Aide	33
30	4605 Administrative Assistant I	42
31	4606 Administrative Assistant II	50
32	4607 Administrative Assistant III	57
33	4612 Human Service Trainee	12

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1	4616	Administrative Services Officer I	50
2	4617	Administrative Services Officer II	55
3	4619	Fiscal Management Officer	56
4	4620	Contract Compliance Officer - PEP	50
5	4621	Employment Program Specialist I	42
6	4622	Employment Program Specialist II	50
7	4623	Employment Program Services Supervisor	55
8	4626	Employment Program Analyst	52
9	4627	Employment Program Planner	47
10	4628	Contract Compliance Assistant - PEP	42
11	4631	Fiscal Management Specialist I	37
12	4632	Fiscal Management Specialist II	42
13	4635	Contract Compliance Specialist - AA	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

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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	Assistant Manager - Stadium Maintenance	68
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

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1	6066	Equipment Coordinator	NR
2	6072	Airport Maintenance Supertintendent	***
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	6101	Carpenter I	NR
15	6103	Carpenter II	NR
16	6107	Painter I	NR
17	6109	Painter II	NR
18	6111	Sign Painter	NR
19	6112	Striping and Marking Painter	NR
20	6113	Plant Operator	NR
21	6114	Spray Technician	NR
22	6117	Plumber I	NR
23	6119	Plumber II	NR
24	6121	Electrician I	NR
25	6123	Electrician II	NR
26	6125	Welder	NR
27	6127	Machinist	NR
28	6131	Apprentice Automotive Machinist	NR
29	6133	Automotive Machinist	NR
30	6137	Automotive Body Repair Specialist	NR
31	6141	Traffic Signal Technician	NR
32	6143	Traffic Signal Supervisor	NR
33	6145	Radio Repair Technician	NR

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1	6147 Electronics Technician	NR
2	6148 Media Technician	27
3	6149 Communications Supervisor	NR
4	6150 Technical Systems Aide	27
5	6151 Steamfitter	NR
6	6153 Stationary Engineer	NR
7	6155 Assistant Airport Maintenance Superintendent	***
8	6157 Chief Engineer	NR
9	6165 Traffic Operations Supervisor	***
10	6166 Stadium Utilityworker	NR
11	6168 Stadium Carpenter	NR
12	6169 Stadium Electrician	NR
13	6170 Stadium Plumber	NR
14	6171 Stadium Painter	NR
15	6172 Stadium Equipment Operator	NR
16	6173 Stadium Head Groundskeeper	NR
17	6174 Stadium Facilities Supervisor	**
18	6175 Support Services Supervisor	NR
19	6176 Assistant Stadium Facilities Supervisor	**
20	6177 Stadium Maintenance Helper	NR
21	6178 Stadium Systems Technician	NR
22	6180 Water & Sewer System Operator	38
23	62XX GENERAL REPRODUCTION	
24	6203 Blueprint Machine Operator	NR
25	6205 Microfilm Operator	21*
26	6209 Electronic Typesetter Operator	NR
27	6210 Offset Press Operator	NR
28	6211 Duplicating Equipment Operator	NR
29	6212 Camera Operator	NR
30	6213 Offset Pressman Apprentice	NR
31	6214 Printshop Coordinator	NR
32	6215 Print Shop Assistant	NR
33	6235 Photographer	NR

1 6236 Graphic Arts Designer 43
 2 NR Negotiated Rate
 3 NR(1) Wage rate five percent over the top step of Corrections
 4 Sergeant.
 5 * Wage rates of member of collective bargaining units set
 6 up by negotiated contract.
 7 ** Stadium Management (See Section 6).
 8 *** Department of Public Works (See Section 5).

8 SECTION 5. The Public Works classifications listed below have their
 9 salaries increased on January 1, 1981, as follows:

10 Percent Above Equipment Operator II

11 Beginning After Six Months

12 Assistant Supervisor 5 10
 13 6053, 6072, 6085, 6095

14 Percent Above Assistant Supervisor

15 Supervisor 5 10
 16 6058, 6063, 6075, 6086, 6096

17 Percent Above Supervisor

18 Assistant Superintendent 5 10
 19 6055, 6076, 6088, 6098, 6165

20 Percent Above Assistant Superintendent

21 Superintendent 5 10
 22 6089, 6099

23 Percent Above Airport Security Officer II

24 Airport Security Chief 5 10
 25 5115

26 SECTION 6. The Stadium Management classifications listed below shall
 27 have their salaries increased on January 1, 1981, as follows:

28 Percent Above Stadium Craft Rate

29 Facilities Supervisor 17½%
 30 6174

31 Assistant Facilities Supervisor 9 %
 32 6176

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1 SECTION 7. The salary for Department of Public Safety classes set forth
2 below is hereby approved and adopted effective January 1, 1981:

3	7402	Captain	3168.40/month plus longevity and education incentive
4	7401	Major (2)*	3643.66/month plus longevity and education incentive
5			
6	7406	Chief-Bureau-Police Operations*	4190.21/month plus longevity and education incentive
7	7407	Chief-Bureau-Staff Services*	4190.21/month plus longevity and education incentive
8			
9	3049	Director of Public Safety*	Pay Range Number 81

10 Non-Commissioned Personnel: Pay Range Number

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

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

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1 SECTION 8. The provisions of this section shall be applicable to all
2 positions in the Executive Branch and the Department of Assessments allocated
3 to a classification assigned a pay range in Sections 3, 4, 7 and 10 of this
4 ordinance.

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

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

10 (1) Upon completion of the probationary period, an employee's salary
11 shall be advanced to Step 2, if the rate currently paid is Step 1; if the
12 employee's initial salary is at Step 2, or higher, it may advanced at the
13 discretion of the appointing authority to the next higher step. All probation-
14 ary period increases must be supported by performance appraisal. Increases
15 exceeding Step 5 must be approved by the Personnel Manager.

16 (2) Annual Step Incentive Increases may be given in the fourth quarter
17 of each year and must be supported by performance appraisal.

18 (3) Employees are eligible for a step increase on the basis of perfor-
19 mance and current step position as authorized in the attached step increase
20 guide.

21 (3a) In recognition of above standard or exceptional performance, the
22 appointing authority may grant an annual increase exceeding a single step.

23 (3b) Increases beyond Step 5 must be based upon above standard
24 performance and must be supported by performance appraisal.

25 (3c) Increases beyond Step 8 must be based upon outstanding performance
26 and must be supported by performance appraisal.

27 (3d) Employees receiving incentive increases whose current salary does
28 not coincide with a step on the pay plan shall be advanced to a step on the
29 pay plan which shall be the next higher step after such incentive increase.

30 C. An appointing authority may grant to an employee, an increase
31 to a salary above the top step of the range if the following conditions are
32 met:

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

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

3 (3) The employee must have demonstrated continuous outstanding
4 performance, which must be supported by performance appraisal.

5 (4) Written justification must be submitted to the Personnel Manager
6 for approval.

7 (5) Incentive increases above the top step may not exceed five percent,
8 PROVIDED that, in no case shall the resultant annualized salary of an employee
9 exceed ninety-five percent of his immediate supervisor's annualized salary.

10 (6) Incentive increases above the top step will be in effect for twelve
11 months only. Such increases must be justified each year by meeting the
12 above specified conditions.

13 D. Department directors shall not be prohibited from incentive pay
14 increases but shall not be included in this ordinance.

15 E. All within-range incentive increases are subject to the availability
16 of funds. Within-range incentive increases are not automatic but shall be
17 given only upon the affirmative action of the appointing authority within the
18 guidelines established by the Personnel Manager.

19 SECTION 9. The Personnel Manager shall have the responsibility and
20 authority to reclassify any position to an existing or new classification,
21 provided that any salary adjustments resulting from said reclassification
22 shall not become effective until such time as the Division of Program Budgets
23 certifies that sufficient funds are available, within the then existing
24 appropriation of the department within which the position is being
25 reclassified.

26 SECTION 10. The personnel manager may abolish, amend or create new
27 classifications provided the assignment or reassignment of pay ranges to said
28 classification shall be subject to the provisions of Section 9 herein,
29 provided further, any pay range adjustments for positions exceeding range 54 or
30 movements of four or more pay ranges for any existing classification or any
31 pay range adjustment affecting two or more positions in a class of positions,
32 shall be confirmed by the Operations, Police and Judiciary Committee prior to
33 implementation.

810427-10

1 SECTION 11. An employee who has a valid Washington State Professional
2 Civil Engineering license, a registered Architect's license or a professional
3 designation of MAI, RM, SSA, CPM or SR/WA, shall be paid an additional
4 twenty-five dollars per month if such degree or professional license is a
5 requirement of his job assignment. Further, any employee who, as a require-
6 ment of his job assignment, is a Certified Public Accountant or possesses a
7 Psychologist license, shall be paid an additional twenty-five dollars per
8 month.

9 SECTION 12. The administration of the pay provisions set forth herein
10 will be the responsibility of the County Executive.

11 SECTION 13. Pay range assignments shall be subject to confirmation by
12 ordinance by the King County Council at least annually.

13 SECTION 14. The King County Council may abolish, amend or create
14 classifications and assign pay ranges to said classifications for legislative
15 branch employees, provided however, that any resultant salary adjustments
16 shall be contingent upon sufficient funds within the legislative branch budget.

17 SECTION 15. As provided for in general law and Section 960 of the
18 of the Charter, elected officials of the Council shall be compensated at the
19 rate of \$29,500 plus 6% effective January 9, 1978, and increased at the rate
20 of 6% effective January 1, of each of the ensuing years.

21 SECTION 16. The elected office of the prosecutor shall be compensated
22 at the annual rate of \$55,627 effective January 1, 1981.

23 SECTION 17. The elected office of the assessor shall be compensated
24 at the annual rate of \$48,209 effective January 1, 1981.

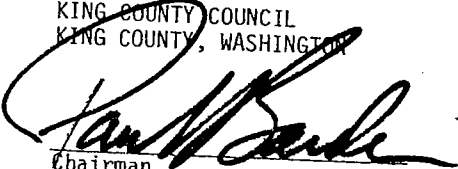
25
26 SECTION 18. Should any section, subsection, paragraph, sentence, clause
27 or phrase of this ordinance be declared unconstitutional or invalid for any
28
29
30
31
32
33

1 reason, such decision shall not affect the validity of the remaining portions
2 of this ordinance.


3 INTRODUCED AND READ for the first time this 23rd day of
4 March, 19 81.

5 PASSED this 27th day of April, 19 81.

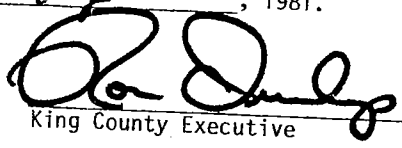
6 KING COUNTY COUNCIL
7 KING COUNTY, WASHINGTON

8 
9 Chairman

10 ATTEST:

11
12  DEPUTY
13 Clerk of the Council

14 APPROVED this 6th day of May, 1981.

15 
16 King County Executive
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