Introduced by: RON SIMS

Proposed No.:

89-499

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ORDINANCE NO. 9126

AN ORDINANCE appropriating \$1,284,763 from Special Programs and \$525,554 from undesignated fund balances as described herein to implement comparable worth phase I, salary adjustments; amending Ordinance No. 8802, Sections 15, 16, 17, 19, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31, 33, 34, 36, 39, 40, 41, 46, 47, 48, 49, 50, 52, 53, 54, 55, 58, 59, 60, 61, 62, 63, 64, 67, 69, 71, 76, 77, 78, 79, 83, 84, 85, 87, and 89

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. There is hereby approved and adopted an appropriation of \$1,284,763 from Special Programs, and \$263,974 from Current Expense undesignated fund balances and \$261,580 from non-current Expense undesignated fund balances as described below for payment of comparable worth salary adjustments.

SECTION 2. Ordinance 8802, Section 15, as amended, is hereby amended by adding thereto and inserting therein the following:

<u>DEPUTY COUNTY EXECUTIVE</u> - From the Current Expense Fund there is hereby appropriated to:

Deputy County Executive

\$ 903

SECTION 3. Ordinance No. 8802, Section 16, as amended, is hereby amended by adding thereto and inserting therein the following:

BUDGETS - From the Current Expense Fund there is hereby appropriated to:

Budgets \$ 1,806

SECTION 4. Ordinance No. 8802, Section 17, as amended, is hereby amended by adding thereto and inserting therein the following:

FINANCE - From the Current Expense Fund there is hereby appropriated to:
Finance \$117,101

SECTION 5. Ordinance No. 8802, Section 19, as amended, is hereby amended by adding thereto and inserting therein the following:

<u>PUBLIC SAFETY</u> - From the Current Expense Fund there is hereby appropriated to:

Public Safety

\$ 23,253

1	SECTION 6. Ordinance No. 8802, Section 21, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	<u>CULTURAL RESOURCES</u> - From the Current Expense Fund there is hereby appro-
4	priated to:
5	Cultural Resources \$ 3,726
6	SECTION 7. Ordinance No. 8802, Section 22, as amended, is hereby amended
7	by adding thereto and inserting therein the following:
8	NATURAL RESOURCES AND PARKS - From the Current Expense Fund there is
9	hereby appropriated to:
10	Natural Resources and Parks \$241,169
11	SECTION 8. Ordinance No. 8802, Section 23, as amended, is hereby amended
12	by adding thereto and inserting therein the following:
13	PLANNING AND COMMUNITY DEVELOPMENT-CX - From the Current Expense Fund
14	there is hereby appropriated to:
15	Planning and Community Development-CX \$ 5,283
16	SECTION 9. Ordinance No. 8802, Section 24, as amended, is hereby
17	amended by adding thereto and inserting therein the following:
18	EXECUTIVE ADMINISTRATION - From the Current Expense Fund there is hereby
19	appropriated to:
20	Executive Administration \$ 16,149
21	SECTION 10. Ordinance No. 8802, Section 25, as amended, is hereby amended
22	by adding thereto and inserting therein the following:
23	GENERAL SERVICES - From the Current Expense Fund there is hereby appropri-
24	ated to:
25	General Services \$ 51,440
26	SECTION 11. Ordinance No. 8802, Section 26, as amended, is hereby amended
27	by adding thereto and inserting therein the following:
28	PERSONNEL - From the Current Expense Fund there is hereby appropriated to:
29	Personnel \$ 35,813
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<u>-</u>	<u>Section 12.</u> Ordinance No. 8802, Section 27, as allended, is hereby allended
2	by adding thereto and inserting therein the following:
<b>3</b>	REAL PROPERTY - From the Current Expense Fund there is hereby
4	appropriated to:
5	Real Property \$ 6,595
6	SECTION 13. Ordinance No. 8802, Section 28, as amended, is hereby amende
7	by adding thereto and inserting therein the following:
8	FACILITIES MANAGEMENT - From the Current Expense Fund there is hereby
9	appropriated to:
10	Facilities Management \$ 14,935
11	SECTION 14. Ordinance No.8802, Section 29, as amended, is hereby amended
12	by adding thereto and inserting therein the following:
13	RECORDS AND ELECTIONS - From the Current Expense Fund there is hereby
14	appropriated to:
15	Records and Elections \$ 23,359
16	SECTION 15. Ordinance No. 8802, Section 31, as amended, is hereby amende
17	by adding thereto and inserting therein the following:
18	SUPERIOR COURT - From the Current Expense Fund there is hereby appropri-
19	ated to:
20	Superior Court \$ 10,567
21	SECTION 16. Ordinance No. 8802, Section 33, as amended, is hereby amende
22	by adding thereto and inserting therein the following:
23	JUDICIAL ADMINISTRATION - From the Current Expense Fund there is hereby
24	appropriated to:
25	Judicial Administration \$218,489
26	SECTION 17. Ordinance No. 8802, Section 34, as amended, is hereby amende
27	by adding thereto and inserting therein the following:
28	YOUTH SERVICES - From the Current Expense Fund there is hereby appropri-
29	ated to:
30	Youth Services \$ 17,513
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	ri .

1	SECTION 18. Ordinance No. 8802, Section 36, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	BOUNDARY REVIEW BOARD - From the Current Expense Fund there is hereby
4	appropriated to:
5	Boundary Review Board \$ 6,171
6	SECTION 19. Ordinance No. 8820, Section 37, as amended, is hereby amended
7	by adding thereto and inserting therein the following:
8	SPECIAL PROGRAMS - From the Current Expense Fund there is hereby
9 -	disappropriated from:
10	Special Programs (\$1,284,763)
11	SECTION 20. Ordinance No. 8802, Section 40, as amended, is hereby amended
12	by adding thereto and inserting therein the following:
13	ASSESSMENTS - From the Current Expense Fund there is hereby
14	appropriated to:
15	Assessments \$188,840
16	SECTION 21. Ordinance No. 8802, Section 41, as amended, is hereby amended
17	by adding thereto and inserting therein the following:
18	TRANSFER TO OTHER FUNDS - From the Current Expense Fund there is hereby
19	appropriated to:
20	Fund Transfers \$481,942
21	SECTION 22. Ordinance No. 8802, Section 44, as amended, is hereby amended
22	by adding to and inserting therein the following:
23	HEALTH & HUMAN SERVICES - SET ASIDE - From the Human Services Fund there
24	is hereby appropriated to:
25	Health & Human Services Set-Aside \$ 903
26	
27	SECTION 23. Ordinance No. 8802, Section 46, as amended, is hereby amended
28	by adding thereto and inserting therein the following:
29	COOPERATIVE EXTENSION - From the Current Expense Fund there is hereby
30	appropriated to:
31	Cooperative Extension \$ 11,165
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1	SECTION 24. Ordinance No. 8802, Section 47, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	WOMEN'S PROGRAM - From the Current Expense Fund there is hereby appropri-
4	ated to:
5	Women's Program \$ 1,560
6	SECTION 25. Ordinance No. 8802, Section 48, as amended, is hereby amended
7	by adding thereto and inserting therein the following:
8	PUBLIC DEFENSE - From the Current Expense Fund there is hereby
9	appropriated to:
10	Public Defense \$ 16,730
11	SECTION 26. Ordinance No. 8802, Section 49, as amended, is hereby amended
12	by adding thereto and inserting therein the following:
13	MEDICAL EXAMINER - From the Current Expense Fund there is hereby appropri-
14	ated to:
15	Medical Examiner \$ 19,307
16	SECTION 27. Ordinance No. 8802, Section 50, as amended, is hereby amended
17	by adding thereto and inserting therein the following:
18	ADULT DETENTION - From the Current Expense Fund there is hereby appropri-
19	ated to:
20	Adult Detention \$ 34,921
21	SECTION 28. Ordinance No. 8802, Section 52, as amended, is hereby amended
22	by adding to and inserting therein the following:
23	COMMUNITY SERVICES ADMINISTRATION - From the Current Expense Fund there is
24	hereby appropriated to:
25	Community Services Admininstration Division \$ 1,717
26	SECTION 29. Ordinance No. 8802, Section 53, as amended, is hereby amended
27	by adding thereto and inserting therein the following:
28	PUBLIC WORKS ADMINISTRATION - From the County Road Fund there is hereby
29	appropriated to:
30	Public Works Administration \$ 13,080
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1	SECTION 30. Ordinance No. 8802, Section 54, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	ROADS OPERATING - From the County Road Fund there is hereby appropriated
4	to:
5	Roads Operating \$ 39,856
6	SECTION 31. Ordinance No. 8802, Section 55, as amended, is hereby amended
7	by adding thereto and inserting therein the following:
8	SURFACE WATER MANAGEMENT - From the Surface Water Management Fund there is
9	hereby appropriated to:
10	Surface Water Management \$ 14,047
11	SECTION 32. Ordinance No. 8802, Section 58, as amended, is hereby amended
12	by adding thereto and inserting therein the following:
13	<u>VETERAN'S SERVICES</u> . From the Veteran's Relief Fund there is hereby appro-
14	priated to:
15	Veteran's Services \$ 1,560
16	SECTION 33. Ordinance No. 8802, Section 59, as amended, is hereby amended
17	by adding thereto and inserting therein the following:
18	HUMAN SERVICES - ADMINISTRATION - From the Human Services Fund there is
19	hereby appropriated to:
20	Human Services-Administration \$ 4,514
21	SECTION 34. Ordinance No. 8802, Section 61, as amended, is hereby amended
22	by adding to and inserting therein the following:
23	HUMAN SERVICES - DEVELOPMENTAL DISABILITIES - From the Human Services Fund
24	there is hereby appropriated to:
25	Human Services - Developmental Disabilities \$ 903
26	SECTION 35. Ordinance No. 8802, Section 62, as amended, is hereby amended
27	by adding to and inserting therein the following:
28	HUMAN SERVICES - AGING - From the Human Servicess Fund there is hereby
29	appropriated to:
30	Human Services - Aging \$ 5,150
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1	SECTION 36. Ordinance No. 8802, Section 60, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	HUMAN SERVICES - MENTAL HEALTH - From the Human Services Fund there is
4	hereby appropriated to:
5	Human Services - Mental Health \$ 903
6	SECTION 37. Ordinance No. 8802, Section 63, as amended, is hereby amended
7	by adding thereto and inserting therein the following:
8	E-911 EMERGENCY TELEPHONE - From the Enhanced 911 Emergency Telephone
9	System Fund there is hereby appropriated to:
10	E-911 Emergency Telephone \$ 6,324
11	SECTION 38. Ordinance No. 8802, Section 64, as amended is hereby amended
.12	by adding thereto and inserting therein the following:
13	INVOLUNTARY TREATMENT - From the Involuntary Treatment Fund there is
14	hereby appropriated to:
15	Involuntary Treatment \$ 10,919
16	SECTION 39. Ordinance No. 8802, Section 67, as amended, is hereby amended
17	by adding thereto and inserting therein the following:
18	BUILDING AND LAND DEVELOPMENT - From the Building and Land Development
19	Fund there is hereby appropriated to:
20	Building and Land Development \$ 42,026
21	SECTION 40. Ordinance No. 8802, Section 69, as amended, is hereby amended
22	by adding to and inserting therein the following:
23	EMERGENCY MEDICAL SERVICES FUND - From the Emergency Medical Services Fund
24	there is hereby appropriated to:
25	Emergency Medical Service \$ 11,524
26	SECTION 41. Ordinance No. 8802, Section 71, as amended, is hereby amended
27	by adding thereto and inserting therein the following:
28	ALCOHOLISM AND SUBSTANCE ABUSE - From the Alcoholism and Substance Abuse
29	Fund, there is hereby appropriated to:
30	Alcoholism and Substance Abuse \$481,942
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1	SECTION 42. Ordinance No. 8802, Section 76, as amended, is hereby amended
2	by adding thereto and inserting therein the following:
3	SOLID WASTE - From the Solid Waste Fund there is hereby appropriated to:
4	Solid Waste \$ 27,538
5	SECTION 43. Ordinance No. 8802, Section 77, as amended, is hereby amended
6	by adding thereto and inserting therein the following:
7	AIRPORT - From the Airport Fund there is hereby appropriated to:
8	Airport \$ 4,993
9	SECTION 44. Ordinance No. 8802, Section 78, as amended, is hereby amended
10	by adding thereto and inserting therein the following:
11	STADIUM OPERATING - From the Stadium Operating Fund there is hereby appro-
12	priated to:
13	Stadium Operating \$ 17,463
14	SECTION 45. Ordinance No. 8802, Section 79, as amended, is hereby amended
15	by adding thereto and inserting therein the following:
16	SAFETY AND WORKER'S COMPENSATION - From the Safety and Worker's
17	Compensation Fund there is hereby appropriated to:
18	Safety/Worker's Compensation \$ 4,722
19	SECTION 46. Ordinance No. 8802, Section 84, as amended, is hereby amended
20	by adding thereto and inserting therein the following:
21	SYSTEMS SERVICES - DATA PROCESSING - From the Systems Service Fund there
22	is hereby appropriated to:
23	Systems Services \$ 40,721
24	SECTION 47. Ordinance No. 8802, Section 85, as amended, is hereby amended
25	by adding thereto and inserting therein the following:
26	SYSTEMS SERVICES-TELECOMMUNICATIONS - From the Systems Services Fund there
27	is hereby appropriated to:
28	Systems Services \$ 903
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1 SECTION 48. Ordinance No. 8802, Section 87, as amended, is hereby amended 2 by adding thereto and inserting therein the following: 3 4 priated to: 5 Public Works ER&R 6 7 8 9 Insurance Fund 10 11 12 13 appropriated to: 14 Purchasing Stores 15 PROVIDED THAT: 16 17 18 attachment for this ordinance. 19 20 21 union. 22 PROVIDED THAT: 23 24 ordinance will be followed on all employee appeals. 25 26 27 28 29 30 31 32 33

PUBLIC WORKS ER&R - From the Public Works ER&R Fund there is hereby appro-

\$ 9,194

SECTION 49. Ordinance No. 8802, Section 83, as amended, is hereby amended by adding thereto and inserting therein the following:

INSURANCE FUND - From the Insurance Fund, there is hereby appropriated to: \$ 903

SECTION 50. Ordinance No. 8802, Section 89, as amended, is hereby amended by adding thereto and inserting therein the following:

PURCHASING STORES - From the Purchasing and Stores Fund there is hereby

\$ 1,717

In implementing comparable worth increases for represented employees, the Executive shall provide no less than the hourly wage settlement adopted in the

Hourly wage settlements lower than those adopted in the attachment may be allowed if other forms of compensation are substituted with the consent of the

The Comparable Worth Appeals Process delineated in Attachment Two to this

# PROVIDED FURTHER THAT:

	Tł	ne l	Was	hir	gtor	Sta	ate 1	Nurse	s As	ssoc	iation	n appe	eal	will	be	the	first	item
con	sic	dere	ed	bу	the	Comp	paral	ble W	lort	h Ap	peals	Board	d.	A rep	ort	on	this	appeal
sha	11.	be	pr	esè	nted	l to	the	Cour	cil	no	later	than	Nov	ember	· 1,	198	39.	

shall be presented to the Council no later than November 1, 1989.
INTRODUCED AND READ for the first time this $26\pi$ day of
June , 1989
PASSED this // day of Sextember, 1989.
KING COUNTY COUNCIL KING COUNTY, WASHINGTON
Amia
Chairman Chairman
Schauford I
Clerk of the Council
APPROVED this 2154 day of September, 1989.
D. Jilo
King County Executive

Ordinance/Motion No						
Title: Comparable W	orth				•	
Affected Agency and/or A	gencies	Various - See At	tachment		·····	
Note Prepared by:	D. K.	Lawson	· · · · · · · · · · · · · · · · · · ·	•	<del></del>	٠
Note Reviewed by:	C. Wa	ilker				
Impact of the above legi estimated to be:	slation	on the fiscal affai	rs of King	County is		
Revenue to:						
Fund Title	Fund Code	Revenue Source	lst Year	2nd Year	3rd Year	
	·					•
TOTAL					)	
Expenditures from:			1989 1		1991	_
Fund Title	Fund Code	Department	1st Year	2nd Year	3rd Year	
CX		Many/See Attachment	1,548,737	+COLA 665,068	+COLA +COL 665,068	Ά -
Other		Many/See Attachment	261,580	460,730	460,730	
TOTAL						
Expenditures by Categori	es			٠.		
			lst Year	2nd Year	3rd Year	
Salaries & Benefits			1,810,317	+COLA 1,125,798	+COLA +COL 1,125,798	A
Supplies & Services	<u> </u>					
Capital Outlay						
Other	·			00.0014	00.001.0	91+
TOTAL	,	•	1,810,317	90+COLA 1,125,798	90+COLA 1,125,798	COL

 $<sup>\</sup>underline{1}$ / Includes amounts retroactive to January 1, 1988. 8:15F.7

## FISCAL NOTE

Ordinance/Motion Title	Comparable Worth
Affected Agency/Agencies_	Many/See Attachment
REVENUES IMPACT	
Was revenue estimate	included in current years budget
Assumptions used in	estimating revenue impact include:
1	
EXPENDITURE IMPACT:	
Was expenditure anti	cipated in current years budgetyes*
Assumptions used in	estimating expenditure include:
Consultant Report	\$1,284,763 from Special Programs 261,580 from undesignated fund bal. 263,974 from CX fund bal. \$1,810,317

NOTE: Adjustments will be made to base salaries and will become a part of the base for future years salary. Actual amounts of adjustments for comparable worth will be determined by negotiation for represented employees.

## COMPARABLE WORTH RECAP

Costs		\$1,810,317 9 1 2 6
CX Salary/Benefit Costs Plus: Implementing Costs Alcohol Div. Subsidy TOTAL CX COSTS	\$1,047,559 19,236 481,942	\$1,548,737
Non-CX Salary/Benefit Costs Less: Grants (Funds 2140, 2240,2460) TOTAL NON-CX	\$ 276,755 (15,175)	\$ 261,580
TOTAL COSTS	•	\$1,810,317

Fund Source		<u>1988</u>	<u>1989</u>	1990
Comp Worth Reserve CX Fund Bal	CX Expenditure	\$(365,237) 925,000 <u>1</u> /	\$(1,548,737)2/ 1,284,763 <u>3</u> / 263,974	\$ (665,068)4/665,068
	SURPLUS	\$ 559,763	0	0

<sup>1/ \$700,000 - 1987</sup> Carryover/\$225,000 1988 adopted

 $<sup>\</sup>underline{2}/$  Assumes CX Subsidy of \$481,942 for Alcoholism Dis., \$19,236 for program implementation costs.

<sup>3/ \$559,263 1988</sup> Carryover/\$725,000 1989 adopted.

<sup>4/</sup> Does not include CX subsidy to Alcoholism Div.

# ATTACHMENT TO COMPARABLE WORTH PHASE I FISCAL NOTE

		198	8
		4	
CX Dept/Agency		198 Amo	
CX Dept/Agency		74110	4110
Deputy County Executive			903
Budgets		117,	806 101
Finance Public Safety		23,	
Cultural Resources			726
Natural Resources and Parks		241,	
Planning and Community Develop	ment-CX		283
Executive Administration		16,	
General Services Personnel	·	51, 35,	
Real Property			595
Facilities Management		14,	
Records and Elections		23,	
Superior Court		10,	
Judicial Administration	•	218,	
Youth Services		17,	
Boundary Review Board Assessments		188,	171 840
Cooperative Extension		11,	
Women's Program			560
Public Defense		16,	
Medical Examiner		. 19,	
Adult Detention		34,	921
		\$1,066,	795
		======	
Non CX			
Community Svcs - Admin.		\$ 1.	717
H&HS Set-Aside			903
Public Works Administration		13,	
Roads Operating		39,	
Surface Water Management		14,	
Veteran's Services Human Services-Administration			560 514
Human Services - Mental Health			903
Human Services - Developmental			903
Human Services - Aging			150
E-911 Emergency Telephone	•		324
Involuntary Treatment		10,	
Building and Land Development Alcoholism and Substance Abuse		40	ロンカー
		42,	
Solid Waste		481,	942
Solid Waste Airport		481, 27,	942 538
Solid Waste Airport Stadium Operating		481, 27, 4, 17,	942 538 993 463
Airport Stadium Operating Safety/Worker's Compensation		481, 27, 4, 17, 4,	942 538 993 463 722
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces	sing	481, 27, 4, 17, 4, 40,	942 538 993 463 722 721
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni	sing	481, 27, 4, 17, 4, 40,	942 538 993 463 722 721 903
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni Public Works ER&R	sing	481, 27, 4, 17, 4, 40,	942 538 993 463 722 721 903
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni Public Works ER&R Emergency Medical Services	sing	481, 27, 4, 17, 4, 40,	942 538 993 463 722 721 903 194 524
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni Public Works ER&R	sing	481, 27, 4, 17, 4, 40, 9, 11,	942 538 993 463 722 721 903
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni Public Works ER&R Emergency Medical Services Purchasing/Stores	sing	481, 27, 4, 17, 40, 9, 11,	942 538 993 463 722 721 903 194 524 717 903
Airport Stadium Operating Safety/Worker's Compensation Systems Services - Data Proces Systems Services - Telecommuni Public Works ER&R Emergency Medical Services Purchasing/Stores	sing	481, 27, 4, 17, 4, 40, 9, 11,	942 538 993 463 722 721 903 194 524 717 903

				Comparable	
	Co	mparable	Current	Morth	
	Job Class	Worth	Mid-Step	Rate	Increase
Position Title	Number	Score	(\$/hr)	(\$/hr)	(\$/hr)
Office Assistant I	5	8	8.20	8.60	0.46
Office Assistant II	6	9	9.22	9.44	0.22
Account Clerk II	302	10	9.67	10.13	0.46
Office Assistant III	7	18	9.67	10.13	8.46
Ha. Center Receptionist	4106	10	9.67	10.13	R.46
Data Entry Operator II - Union	112	11	10.62	10.86	1.25
Data Entry Operator II - Merit	112	- 11	9.67	19.86	1.21
Nurse Assistant-DYS	1236	- 11	8.75	9.67	L X
Nursing Assistant	4110	11	9.07	9.67	0.60
Office Technician I	12	11	10.38	18.86	1.5
Abstract Technician	51	12	11.14	11.41	8.27
Alcohol Broup Leader (CH)	4181	12	8.92	10.13	1.21
Alcohol Broup Leader (NRF)	4181	12	6.36	1 <b>6.</b> 13	1.77
Court Clerk I	531	12	9. 91	19, 13	0.22
Head Housekeeper	4107	12	10.13	11.41	1.25
Office Technician II	12	. 12	11.14	11.41	L.27
Senior Swim Instructor	1207	12	6.20	11.41	3.21
Auditor Appraiser Assistant	410	13	11.14	12.25	1.11
Secretary II	17	13	11.14	12.25	1.11
Lead Data Entry Operator - Union	114	14	12.54	12.85	0.31
Lead Data Entry Operator - Merit	114	14	11.41	12.85	1.44
Public Defense Interviewer	549	14	12.54	12.85	0.31
Stadium Operations Aide	691	14	12.54	12.85	0.31
Court Clerk II	532	15	10.64	11.96	1.32
Custodial Supervisor	5965	16	13.15	14.13	8.97
Data Entry System Supervisor	115	16	13.47	14.13	0.66
Park Manager III	5131	16	12.27	· 12.54	8.27
Drug Program Specialist	4125	17	12.54	14.83	2.29
Judicial Services Supervisor I	543	17	14.47	14.83	1.35
Personnel Supervisor	7446	17	10.81	11.49	0.68
Fiscal Management Specialist II	4632	18	14.83	15.55	0.72
Medical/Legal Coordinator	1110	18	14.83	15.55	0.72
Program Assistant-ENS	4155	18	14.83	15.55	0.72
Revenue Officer I	325	18	15. 18	15.55	<b>0.</b> 37
Storekeep-DYS	1313	18	13.13	13.77	0.64
Administrative Assistant I	685	19	14.83	16.32	1.49
Assistant License Support Supv	696	19	14.83	16.32	1.49
Judicial Services Supervisor II	544	19	15. 18	16.32	1.14
Civil Supervisor	7445	20	10.81	12.95	2.14
Injury Prevention Program Asst	1147	28	14.63	16.71	1.88
Program Assistant-911	717	20 -	14.83	15.71	1.86
Title/Escrow Officer	245	22	17.54	17.95	0.42
Supervising RN	4118	ක	17.96	19.78	1.82
Technical Support Supervisor	1107	27	17.96	29.76	2.88
Chief Investigator	1183	26	19.78	21.27	1.49

NUTE: This table shows the increase employees will receive if they are currently at the mid step of their pay range. Increases for employees at other steps will differ slightly.

58% of the difference between 1988 actual and 1988 comparable worth rates and 188% of the difference between 1989 actual and the 1989 comparable worth rates will be provided.

Comparable worth rates include COLA (Cost of Living Adjustment). Actual rates for union-represented employees with contracts which have not been settled do not include COLA. Comparable worth settlements for these job classes include a 3 × COLA adjustment.

Comparable worth rates implemented at top step for employees on automatic pay plans and at mid step for merit plan employees.

#### COMPARABLE WORTH STUDY

#### APPEAL PROCESS

#### 1. Who May Appeal

All King County employees who were included in the Comparable Worth Study are eligible to appeal the results. All King County job classifications were included in the comparable worth study with the exception of those created after April, 1986.

#### 2. Appeal Board

A board comprised of one representative of management, one representative from the Comparable Worth Advisory Committee, and a third member selected by mutual agreement of the first two members will review all appeals. A decision by a majority of the Appeal Board will be final.

#### 3. Basis for Appeals/Corrections

- An employee may appeal to the Appeal Board if the employee believes the information used to determine the comparable worth rating for his/her job classification was inaccurate or incomplete. The ratings may be obtained from the employee's supervisor.
- Issues concerning change of job responsibilities which occurred after compilation of the comparable worth questionnaire will not be addressed by this appeal process. Such issues will be handled through the normal CP-2 reclassification request process.
- An employee may refer errors in computing salary adjustments to the Personnel Division for review and correction.

#### How to Appeal

All employees must appeal directly to Jim Yearby, King County Personnel Manager. Employees who are covered by a collective bargaining agreement should appeal through their union representative. Appeals will be a written statement filed on the attached appeal form, explaining the employee's justification for the appeal and the remedy being sought. Employees may file their appeals beginning September 20, 1989. The filing period ends November 3, 1989. No further appeals will be accepted following this date.

Scheduling - Within two weeks of the closing of the appeal filing period, a schedule for hearing appeals will be transmitted to the Council. The appeal process will be completed within a reasonable period of time, although the length of the process will depend upon the number of appeals and the availability of the appeal board.

- Once all appeals have been completed, a plan for implementing the Appeal Board's findings will be submitted to the Council for appropriate action.
- Participation at the appeal meeting will be limited to:

The Appeal Board

- The employee and/or his or her representative
  The employee's union representative, for represented employees

#### 0ther

- A. All changes will be retroactive to January 1, 1988.
- A copy of an employee's comparable worth questionnaire will be provided upon request.
- Employees who have general questions following the informational meetings about the Comparable Worth Study, should direct them in writing to the Personnel Manager.