

September 7, 1989  
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Introduced by: LOIS NORTH  
RON SIMS

Proposed No.: 89-499

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:

DEPUTY COUNTY EXECUTIVE - 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:

PUBLIC SAFETY - From the Current Expense Fund there is hereby appropriated

to:

Public Safety \$ 23,253

















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SECTION 48. Ordinance No. 8802, Section 87, as amended, is hereby amended by adding thereto and inserting therein the following:

PUBLIC WORKS ER&R - From the Public Works ER&R Fund there is hereby appropriated to:

Public Works ER&R \$ 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:

Insurance Fund \$ 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 appropriated to:

Purchasing Stores \$ 1,717

PROVIDED THAT:

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

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 union.

PROVIDED THAT:

The Comparable Worth Appeals Process delineated in Attachment Two to this ordinance will be followed on all employee appeals.

PROVIDED FURTHER THAT:

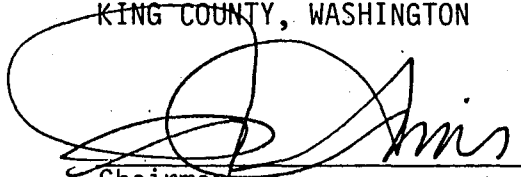
The Washington State Nurses Association appeal will be the first item considered by the Comparable Worth Appeals Board. A report on this appeal shall be presented to the Council no later than November 1, 1989.

INTRODUCED AND READ for the first time this 26<sup>th</sup> day of

June, 1989

PASSED this 11<sup>th</sup> day of September, 1989.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON


  
Chairman

ATTEST:



Clerk of the Council

APPROVED this 21<sup>st</sup> day of September, 1989.

  
King County Executive

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Ordinance/Motion No. \_\_\_\_\_

Title: Comparable Worth

Affected Agency and/or Agencies Various - See Attachment

Note Prepared by: D. K. Lawson

Note Reviewed by: C. Walker

Impact of the above legislation on the fiscal affairs of King County is estimated to be:

Revenue to:

Fund Title	Fund Code	Revenue Source	1st Year	2nd Year	3rd Year
TOTAL					

Expenditures from:

Fund Title	Fund Code	Department	1989 1/	1990	1991
			1st Year	2nd Year	3rd Year
CX		Many/See Attachment	1,548,737	+COLA 665,068	+COLA +COLA 665,068
Other		Many/See Attachment	261,580	460,730	460,730
TOTAL					

Expenditures by Categories

	1st Year	2nd Year	3rd Year
Salaries & Benefits	1,810,317	+COLA 1,125,798	+COLA +COLA 1,125,798
Supplies & Services			
Capital Outlay			
Other			
TOTAL	1,810,317	90+COLA 1,125,798	90+COLA 1,125,798

91+  
COLA

1/ Includes amounts retroactive to January 1, 1988.



COMPARABLE WORTH RECAP

Costs		\$1,810,317	<b>9126</b>
CX Salary/Benefit Costs	\$1,047,559		
Plus: Implementing Costs	19,236		
Alcohol Div. Subsidy	<u>481,942</u>		
TOTAL CX COSTS		\$1,548,737	
Non-CX Salary/Benefit Costs	\$ 276,755		
Less: Grants (Funds 2140, 2240,2460)	<u>(15,175)</u>		
TOTAL NON-CX		\$ 261,580	
TOTAL COSTS		<u>\$1,810,317</u>	

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

- 1/ \$700,000 - 1987 Carryover/\$225,000 1988 adopted
- 2/ Assumes CX Subsidy of \$481,942 for Alcoholism Dis., \$19,236 for program implementation costs.
- 3/ \$559,263 1988 Carryover/\$725,000 1989 adopted.
- 4/ Does not include CX subsidy to Alcoholism Div.

ATTACHMENT TO COMPARABLE WORTH  
PHASE I FISCAL NOTE

<u>CX Dept/Agency</u>	1988 & 1989 <u>Amount</u>
Deputy County Executive	\$ 903
Budgets	1,806
Finance	117,101
Public Safety	23,253
Cultural Resources	3,726
Natural Resources and Parks	241,169
Planning and Community Development-CX	5,283
Executive Administration	16,149
General Services	51,440
Personnel	35,813
Real Property	6,595
Facilities Management	14,935
Records and Elections	23,359
Superior Court	10,567
Judicial Administration	218,489
Youth Services	17,513
Boundary Review Board	6,171
Assessments	188,840
Cooperative Extension	11,165
Women's Program	1,560
Public Defense	16,730
Medical Examiner	19,307
Adult Detention	<u>34,921</u>
	\$1,066,795 =====
 <u>Non CX</u>	
Community Svcs - Admin.	\$ 1,717
H&HS Set-Aside	903
Public Works Administration	13,080
Roads Operating	39,856
Surface Water Management	14,047
Veteran's Services	1,560
Human Services-Administration	4,514
Human Services - Mental Health	903
Human Services - Developmental Disabilities	903
Human Services - Aging	5,150
E-911 Emergency Telephone	6,324
Involuntary Treatment	10,919
Building and Land Development	42,026
Alcoholism and Substance Abuse	481,942
Solid Waste	27,538
Airport	4,993
Stadium Operating	17,463
Safety/Worker's Compensation	4,722
Systems Services - Data Processing	40,721
Systems Services - Telecommunications	903
Public Works ER&R	9,194
Emergency Medical Services	11,524
Purchasing/Stores	1,717
Insurance	<u>903</u>
	\$ 743,522 =====

Position Title	Job Class Number	Comparable Worth Score	Comparable Worth		Increase (\$/hr)
			Current Mid-Step (\$/hr)	Rate (\$/hr)	
Office Assistant I	5	8	8.20	8.60	0.40
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	10	9.67	10.13	0.46
Ma.Center Receptionist	4108	10	9.67	10.13	0.46
Data Entry Operator II - Union	112	11	10.62	10.88	0.26
Data Entry Operator II - Merit	112	11	9.67	10.88	1.21
Nurse Assistant-DYS	1330	11	8.75	9.67	0.92
Nursing Assistant	4110	11	9.07	9.67	0.60
Office Technician I	12	11	10.38	10.88	0.50
Abstract Technician	51	12	11.14	11.41	0.27
Alcohol Group Leader (CH)	4181	12	8.92	10.13	1.21
Alcohol Group Leader (NRF)	4181	12	8.35	10.13	1.77
Court Clerk I	531	12	9.91	10.13	0.22
Head Housekeeper	4107	12	10.13	11.41	1.28
Office Technician II	12	12	11.14	11.41	0.27
Senior Swim Instructor	1207	12	8.20	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	5005	16	13.16	14.13	0.97
Data Entry System Supervisor	115	16	13.47	14.13	0.66
Park Manager III	5131	16	12.27	12.54	0.27
Drug Program Specialist	4125	17	12.54	14.83	2.29
Judicial Services Supervisor I	543	17	14.47	14.83	0.36
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-EMS	4155	18	14.83	15.55	0.72
Revenue Officer I	325	18	15.18	15.55	0.37
Storekeep-DYS	1313	18	13.13	13.77	0.64
Administrative Assistant I	605	19	14.83	16.32	1.49
Assistant License Support Supv	690	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	20	14.83	16.71	1.88
Program Assistant-911	717	20	14.83	16.71	1.88
Title/Escrow Officer	245	22	17.54	17.96	0.42
Supervising RN	4118	25	17.96	19.78	1.82
Technical Support Supervisor	1107	27	17.96	20.76	2.80
Chief Investigator	1103	28	19.78	21.27	1.49

NOTE: 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.

50% of the difference between 1988 actual and 1988 comparable worth rates and 100% 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

- A. 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.
- B. 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.
- C. An employee may refer errors in computing salary adjustments to the Personnel Division for review and correction.

4. 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.

- A. Once all appeals have been completed, a plan for implementing the Appeal Board's findings will be submitted to the Council for appropriate action.
- B. 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

6. Other

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