

August 24, 1990

Introduced by: RON SIMS

Proposed No: 90-747

9618

ORDINANCE NO. _____

AN ORDINANCE approving and adopting the wage and benefit schedule for nonrepresented Seattle-King County department of public health employees, as approved by the City of Seattle by Ordinance 115228, for the period September 1, 1989 through December 31, 1990.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The schedule of compensation and benefits for nonrepresented employees of the Seattle-King County department of public health and attached hereto is hereby approved and adopted and by this reference is made a part hereof (Attachment I).

SECTION 2. As required by the interlocal agreement for the Seattle-King County department of public health, said schedule of salary and benefits has been approved by the City of Seattle by Ordinance 115228.

SECTION 3. Terms and conditions of said schedule shall be effective for the period September 1, 1989 through December 31, 1990.

INTRODUCED AND READ for the first time this 27th day of August, 1990.

PASSED this 4th day of September, 1990.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Lois North
Chair

ATTEST:

Gerald A. Peterson
Clerk of the Council

APPROVED this 14th day of September, 1990.

Russ Ruhl
for King County Executive

1990 JOB CLASSIFICATIONS AND CURRENT PAY RANGES (Sorted Alphabetically)

NON-REPRESENTED

4.62 - 9/89

CITY J.C.#	COUNTY J.C.#	JOB CLASSIFICATION DESCRIPTION	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	UNION CODE	BARGAIN UNIT
1120.0	1683	Accountant, Principal-PH	17.05	17.69	18.38	19.10								NR	30
1110.0	1712	Accountant-PH	13.00	13.52	14.03	14.57	15.16							NR	30
9106.0	1690	Administrative Assistant-Contracts-PH	15.75	16.39	17.05	17.69	18.38							NR	30
2121.3	1670	Administrative Secretary-PH	13.00	13.52	14.03									NR	30
1101.3	1650	Administrative Staff Assistant-PH	13.77	14.31	14.86	15.45	16.07							NR	30
9106.6	1605	Admin. Assistant, Senior-PH	18.38	19.10	19.87	20.64	21.44							NR	30
9106.7	1604	Admin. Assistant-PH	14.57	15.16	15.75	16.39	17.05							NR	30
2107.8	1609	Admin. Specialist III-PH	11.57	12.04	12.51	13.00								NR	30
2107.6	1608	Admin. Specialist II-PH	10.75	11.18	11.57	12.04								NR	30
2107.4	1607	Admin. Specialist I-PH	10.17	10.54	10.97	11.37								NR	30
0101.3	1693	Chief Administrative Officer-FH	28.41	29.48	30.61	31.79	33.02							NR	30
NC	1725	Clinical Assistant-FH	10.46	10.87	11.28	11.68	12.09							NC	---
NC	1703	Clinical Nurse Specialist/Researcher-PH	NC											NC	---
9145.5	1615	Communicable Disease Control Officer-FH	33.66	34.95	36.29									NR	30
1178.0	1614	County Division Director-PH	26.84	27.88	28.93	30.03	31.18							NR	30
2102.0	1619	Data Entry Supervisor-FH	10.75	11.18	11.57	12.04	12.51							NR	30
9168.7	1620	Delivery Worker-PH	9.24	9.59	9.96	10.38	10.75							NR	30
8105.1	1622	Dental Assistant, Senior-PH	9.05	9.41	9.76	10.17	10.54							NR	30
8105.0	1621	Dental Assistant-PH	8.39	8.71	9.05	9.41	9.76							NR	30
9125.6	1623	Dental Services Chief-PH	27.34	28.41	29.48	30.61	31.79							NR	30
0150.0	1624	Dentist-PH	20.64	21.44	22.26	23.07	23.98							NR	30
9125.8	1627	Environmental Health Services Chief-FH	26.84	27.88	28.93	30.03	31.18							NR	30
8145.2	1634	Environmental Health Specialist, Principal-PH	19.87	20.64	21.44	22.26	23.07							NR	30
9105.0	1681	Grants & Contracts Specialist, Senior-FH	14.31	14.86	15.45	16.07	16.75							NR	30
9104.9	1728	Grants & Contracts Specialist-PH	13.25	13.77	14.31	14.86	15.45							NR	30
8140.5	1691	Health Program Coordinator-FH	15.75	16.39	17.05	17.69	18.38							NR	30
9179.6	1688	Jail Medical Officer-PH	34.95											NR	30
8115.0	1635	Licensed Practical Nurse-HD	9.02	9.27	9.53	9.79	10.06	10.33	10.63	10.91	11.21	11.52	11.83	NR	30
		Licensed Practical Nurse-Jail	9.52	9.77	10.03	10.29	10.56	10.83	11.13	11.41	11.71	12.02	12.33	NR	30
1185.1	1634	Management Systems Analyst, Senior-PH	18.73	19.49	20.25	21.05	21.86							NR	30
1185.0	1727	Management Systems Analyst-PH	15.75	16.39	17.05	17.69	18.38							NR	30
0161.0	1639	Manager II-PH	18.38	19.10	19.87	20.64	21.44							NR	30
0163.0	1636	Manager IV-PH	19.10	19.87	20.64	21.44	22.26							NR	30
0165.0	1637	Manager VI-PH	19.87	20.64	21.44	22.26	23.07							NR	30
0171.0	1639	Manager VII-PH	22.26	23.07	23.98	24.87	25.83							NR	30
0169.0	1674	Manager X-PH	21.44	22.26	23.07	23.98	24.87							NR	30
9163.1	1640	Meat Inspector, Senior-PH	14.57	15.16	15.75	16.39	17.05							NR	30
9177.0	1643	Microbiologist, Supervising-PH	15.16	15.75	16.39	17.05								NR	30
9126.7	1601	Nursing Services Chief, Assistant-PH	18.38	19.10	19.87	20.64	21.44							NR	30
9126.6	1646	Nursing Services Chief-PH	24.87	25.83	26.84	27.98	28.93							NR	30
NC	1702	Nursing Staff Development Specialist-FH	NC											NC	---
8140.0	1647	Nutritionist-PH	14.03	14.57	15.16	15.75	16.39							NR	30
8130.0	1707	Occupational Health Specialist-PH	14.03	14.57	15.16	15.75	16.39							NR	30
9104.0	1648	Oral Health Assistant-PH	8.39	8.71	9.05	9.41	9.76							NR	30
9199.5	1679	Personnel Officer-FH	15.16	15.75	16.39	17.05	17.69							NR	30
1121.0	1704	Personnel Specialist-PH	14.55	14.03	14.57	15.16	15.75							NR	30
9106.5	1652	Pharmacist, Senior-FH	17.91	18.59	19.30									NR	30
NC	1705	Pharmacist Technician A-FH	9.05	9.41	9.76	10.17	10.54							NC	---
NC	1706	Pharmacist Technician B-FH	8.39	8.71	9.05	9.41	9.76							NC	---
8160.0	1651	Pharmacist-PH	17.91											NR	30
9167.9	1685	Planning & Development Specialist, Senior-PH	18.73	19.49	20.25	21.05	21.86							NR	30
4151.0	1654	Plumbing Inspector Chief-PH	16.39	17.05	17.69	18.38	19.10							NR	30
9186.8	1656	Program Coordinator II-PH	15.75	16.39	17.05	17.69	18.38							NR	30
9157.9	1729	Program Planner-PH	14.57	15.16	15.75	16.39	17.05							NR	30

1990 JOB CLASSIFICATIONS AND CURRENT PAY RANGES (Sorted Alphabetically)

NON-REPRESENTED

4.62 - 9/89

CITY J.C.#	COUNTY J.C.#	JOB CLASSIFICATION DESCRIPTION	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	UNION CODE	BARGAIN UNIT
8106.5	1697	Public Health Dental Hygienist, Senior	15.75	16.39	17.05	17.69	18.38							NR	30
8106.0	1657	Public Health Dental Hygienist	13.52	14.03	14.57	15.16	15.75							NR	30
0801.0	1658	Public Health Director/Chief Medical Officer	33.02	34.29	35.62	37.01	38.43							NR	30
NC	1635	Public Health Epidemiologist	18.73	19.49	20.25	21.05	21.86							NR	30
9927.9	1663	Public Health Lab Chief, Assistant	17.37	18.02	18.73	19.43	20.25							NR	30
8065.0	1666	Public Health Veterinarian	18.73	19.49	20.25	21.05	21.86							NR	30
9633.2	1708	Public Information Specialist, Senior-PH	15.75	16.39	17.05	17.69	18.38							NR	30
0801.1	1697	Regional Division Director-PH	26.84	27.88	28.93	30.03	31.18							NR	30
9813.8	1633	Research & Evaluation Assistant I-PH	12.77	13.25	13.77	14.31	14.86							NR	30
1380.0	1669	Seattle Division Director-PH	26.84	27.88	28.93	30.03	31.18							NR	30
3428.1	1682	Staff Physician, Senior-PH	30.03	31.18	32.38	33.66	34.95							NR	30
0826.0	1671	Staff Physician-PH	27.34	28.41	29.48	30.61	31.79							NR	30
9979.8	1672	Systems Analyst III-PH	17.69	18.38	19.10	19.87	20.64							NR	30
9636.7	1673	Systems Analyst I-PH	13.77	14.31	14.86	15.45	16.07							NR	30
1158.0	1709	Training & Education Coordinator-PH	14.57	15.16	15.75	16.39	17.05							NR	30
9980.6	1675	Tuberculosis Control Officer-PH	31.18	32.38	33.66	34.95	36.29							NR	30
1835.0	1677	Venereal Disease Control Officer-PH	36.29											NR	30

NR = Non-Represented

NC = Not Classified

1990 INTERMITTENT JOB CLASSIFICATIONS AND CURRENT SALARIES

CITY J.C.#	COUNTY J.C.#	JOB CLASSIFICATION DESCRIPTION	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	UNION CODE	BARGAIN UNIT
8106.9		Dental Assistant - Int	8.39											NR	30
0950.9		Dentist, Hourly	20.64											NR	30
8140.6		Health Program Coordinator - Int	15.75											NR	30
8001.9		Health Services Assistant - Int	6.91											NR	30
9630.7		Health Services Assistant, Sr - Int	9.05											NR	30
8015.9		Licensed Practical Nurse - Int	9.02											NR	30
		Licensed Practical Nurse - Jail	9.52											NR	30
8140.2		Nutritionist - Int	14.03											NR	30
8104.9		Oral Health Assistant - Int	8.39											NR	30
8160.9		Pharmacist, Hourly	17.91											NR	30
0828.0		Public Health Clinician, Cert - Int	25.51											NR	30
0828.1		Public Health Clinician Non Cert - Int	22.03											NR	30
3427.0		Public Health Clinician, ReCert-Int	29.15											NR	30
8106.1		Public Health Dental Hygienist - Int	13.52											NR	30

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ORDINANCE 115228

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AN ORDINANCE relating to compensation and health care provisions for certain employees of the Seattle-King County Health Department not covered by collective bargaining agreements; establishing new titles and rates of pay for certain employee positions and assignments; providing a general salary increase effective September 1, 1989, through December 31, 1990; establishing a uniform starting date for subsequent salary adjustments; authorizing a one-time, lump-sum payment; and providing payment therefor.

WHEREAS, certain employees of the Seattle-King County Health Department not covered by collective bargaining agreements have heretofore received general salary increases under the City's Compensation Plan; and

WHEREAS, said employees were excluded from City Ordinance 115083, which provided nonrepresented employees in other City departments a salary increase effective September 1, 1989, together with a one-time, lump-sum payment and City-paid health care to eligible employees through December 1991; and

WHEREAS, pursuant to the 1984 Interlocal Agreement between the City and King County, represented employees of the Seattle-King County Health Department have been transitioned to the County's uniform starting date for salary adjustments effective January 1, 1991; Now, Therefore,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Personnel Director and recommended by the Mayor pursuant to Labor Relations Report No. 3-90 attached hereto, the following new titles and rates of pay are hereby established for certain nonrepresented Licensed Practical Nurse positions and assignments in the Seattle-King County Health Department:

Effective November 1, 1988

Licensed Practical Nurse - PH	\$7.20	7.83	8.39	8.59
	8.80	9.01	9.23	9.45
	9.67	9.91	10.40	
Licensed Practical Nurse - PH - Int.	7.20			
Licensed Practical Nurse - Jail	7.70	8.33	8.89	9.09
	9.30	9.51	9.73	9.95
	10.17	10.41	10.90	
Licensed Practical Nurse - Jail - Int.	7.70			

Effective January 1, 1989

Licensed Practical Nurse - PH	8.62	8.86	9.11	9.36
	9.62	9.88	10.16	10.43
	10.72	11.01	11.31	
Licensed Practical Nurse - PH - Int.	8.62			
Licensed Practical Nurse - Jail	9.12	9.36	9.61	9.86
	10.12	10.38	10.66	10.93
	11.22	11.51	11.81	
Licensed Practical Nurse - Jail - Int.	9.12			

Effective June 16, 1990

Employees in the Licensed Practical Nurse - PH titles established in this Section shall be eligible for additional compensation for working certain scheduled shifts as follows:

Swing shift	\$1.10 per hour
Night shift	1.70 per hour
Weekend shift	2.00 per hour

Employees in the Licensed practical Nurse - Jail titles established in this Section shall be eligible for additional compensation for working certain scheduled shifts as follows:

Swing shift	\$1.10 per hour
Night shift	1.70 per hour
Weekend shift	3.00 per hour

Effective Subsequent to June 16, 1990

The premium pay rates established in this Section for Licensed Practical Nurses assigned to Jail Services and the various shift differentials effective June 16, 1990, shall be subject to subsequent adjustments under the King County Compensation Plan. Said adjustments shall be consistent with future changes in Jail Services premium pay and various shift differentials negotiated on behalf of other Seattle-King County health services nursing staff positions covered by a collective bargaining agreement authorized by the County Council and ratified by the City Council.

Section 2. As requested by the Personnel Director and recommended by the Mayor pursuant to Labor Relations Report No. 4-90 attached hereto, the following rates of pay are hereby established for certain nonrepresented Pharmacist positions and assignments in the Seattle-King County Health Department:

1 Effective January 1, 1989

2 Pharmacist \$17.12

3 Pharmacist, Senior 17.12 17.77 18.45

4 Pharmacist - Int. 17.12

5 Section 3. As requested by the Personnel Director and recommended by the
 6 Mayor in the materials attached hereto, effective September 1, 1989, through December
 7 31, 1990, compensation for certain nonrepresented Seattle-King County Health
 8 Department employees shall be increased by four and six-tenths percent (4.6%) to the
 rates of pay specified on attached Exhibit "A." Seattle-King County Health Department
 employees identified by specific payroll titles in the attached Exhibit "A" shall be eligible
 for the specified rates of pay.

9 Section 4. Consistent with the transition of represented employees of the Seattle-
 10 King County Health Department to King County's Compensation Plan, effective January
 11 1, 1991, the legislative authority of the City covenants and agrees with nonrepresented
 12 employees of Seattle-King County Health Department that general salary increases in
 the amount and on the date authorized by the King County Council for nonrepresented
 employees in the County's employing departments be extended to nonrepresented
 employees of the Seattle-King County Health Department.

13 For example, the general increase applicable to the County's nonrepresented
 14 employees is anticipated to be in the amount of ninety percent (90%) of the increase in
 the United States Consumer Price Index (U.S. CPI-W) from September, 1989, to
 15 September, 1990; said increase, if authorized by the King County Council, shall include
 nonrepresented employees of the Seattle-King County Health Department. Subsequent
 16 general salary increases authorized by the King County Council for the County's
 nonrepresented employees shall be extended in the same manner to nonrepresented
 employees of the Seattle-King County Health Department.

17 Section 5. Eligible full-time, nonrepresented employees of Seattle King-County
 18 Health Department shall receive a one-time, lump-sum payment of Two Hundred and
 Thirty Dollars (\$230.00), and eligible part-time employees shall receive a similar payment
 19 prorated in accordance with their budgeted hours of work. Nonrepresented full-time and
 part-time Seattle-King County Health Department employees identified on the attached
 20 Exhibit "A" shall be eligible provided they are continuously employed in permanent
 positions during the period June 1 through August 31, 1990. Temporary employees,
 e.g., Per Diem and Intermittent employees, shall be excluded from eligibility for the lump-
 21 sum payment.

22 Section 6. Payment of the one-time, lump-sum compensation described in
 23 Section 5 to those eligible employees shall be made during the pay period including the
 August 31, 1990, eligibility date or during the next pay period following that date. Said
 24 payment shall not be included in the rates of pay authorized in Section 3.

25 Section 7. Every Seattle-King County Health Department employee having an
 26 incumbent rate of pay shall be excluded from the increases provided by Section 3
 hereof, until the regular rates of pay for the employee's classification exceeds the
 27 incumbent rate of pay.

28

Section 8. Nonrepresented employees of the Seattle-King County Health Department identified in the attached Exhibit "A," who are eligible or who attain eligibility for City-paid contributions on their behalf to one of the City's medical care plans and the City's dental plan, shall continue to receive one hundred percent (100%) City-paid premiums for said health care plans through calendar years 1990 and 1991.

Section 9. Effective January 1, 1991, eligible employees identified in Section 8 shall have the option of transferring from the City's medical care plans and the City's dental plan to one of King County's medical care and dental plans. Said option may be exercised during King County's regular open enrollment period scheduled for January, 1991, or subsequent King County open enrollment periods. Employees transferring to King County's medical care and dental plans shall continue to be eligible for one hundred percent (100%) City-paid premiums for said health care plans through calendar year 1991. Subsequent transfer from King County's health care plans to the City's health care plans shall be available only to those employees who transfer their employment from Seattle-King County Health Department to a City department.

Section 10. Payment by the City for the City's share of compensation and health care costs authorized herein shall be made pursuant to the 1984 Interlocal Agreement between the City and King County as authorized by Ordinance 111994.

Section 11. Implementation of Sections 1 through 10 herein shall be contingent upon ratification by the King County Council.

Section 12. This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 6th day of August, 1990, and signed by me in open session in authentication of its passage this 6th day of August, 1990. [Signature] President of the City Council.

Approved by me this 10th day of August, 1990. [Signature] Mayor.

Filed by me this 10th day of August, 1990. [Signature] Attest: [Signature] City Comptroller and City Clerk.

(SEAL)

Published

By [Signature] Deputy Clerk.

City of Seattle Personnel Department

Norman B. Rice, Mayor Dwight K. Imanaka, Personnel Director

9618



June 14, 1990

Labor Relations Report # 4-90

TO: Debra Hillary
 Labor Relations Negotiator

VIA: Sandra Cross
 Classification/Compensation Director

FROM: Kathy Steinmeyer
 Class/Comp Analyst

SUBJECT: Salary Recommendation - Pharmacist and Senior Pharmacist

This report responds to a request from the Seattle/King County Public Health Department to review the salaries of Pharmacist and Senior Pharmacist. The department's request is based on an increase in duties and level of responsibility, as well as a concern about future recruiting ability.

Background

The Health Department budgeted five Pharmacists in Administrative, Regional and Seattle Services Divisions and two Senior Pharmacist in Administrative Services Division. Pharmacist is currently paid a one-step hourly rate of \$16.30 (effective 9-1-88); Senior Pharmacist is assigned to a three-step range, \$16.30 - 16,91 - 17.57 (effective 9-1-88). I found no evidence of a formal salary review since the titles were created.

Review

This review included evaluation of job descriptions provided by the Health Department, position description questionnaires and/or budget requests from Personnel Department files, position and incumbent data from Personnel Records, the affected organizational structure, and external salary data.

Salary Survey

The Health Department relayed a concern that Pharmacist and Senior Pharmacist are paid significantly less than persons performing similar work in the private sector, and that the department will be unable to compete for new personnel in the future. Differences in working conditions, employment status (e.g. independent or franchised), benefits v. costs of business (e.g. space rental, taxes/licenses), etc. make such a comparison unverifiable. However, four regional public sector employers with "fair" to "good" job matches provided the following salary data for 1989:

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710 Second Avenue (for the hearing impaired)
Seattle, WA 98104-1793 684-7888

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PHARMACIST

Jurisdiction	Title	Monthly Minimum	Monthly Maximum
Pierce County	Staff Pharmacist	2486	3097
Tacoma/Pierce Health	Pharmacist	2282	2771
University of Wash	Pharmacist 2	2596	3323
Washington State	Pharmacist	2353	2727
Seattle/King County	Pharmacist	2836	2836

SENIOR PHARMACIST

Jurisdiction	Title	Monthly Minimum	Monthly Maximum
Pierce County	Staff Pharmacist/Manager	2683	3342
Tacoma/Pierce Health	Pharmacy Manager	2679	3253
University of Wash	Pharmacist Supervisor	2938	3760
Washington State	Pharmacist Supervisor	2596	3011
Seattle/King County	Senior Pharmacist	2836	3057

Seattle/King County's titles are paid competitively at entry level, but lose ground at the top end of the range.

organizational structure

The organization charts provided by the Health Department in March 1990 do not clearly show reporting relationships for the subject titles. One Senior Pharmacist, in Central Pharmacy, supervises a Pharmacist and a Pharmacy Technician (County title). I cannot locate a second Senior Pharmacist on the organization charts nor the current position listing. It appears that one Pharmacist, in Seattle Services Division, supervises Pharmacy Assistants (County title). The remaining Pharmacists do not appear to have supervisory responsibilities.

The job description provided by the department indicates that it is the department's intent that Senior Pharmacists supervise professional staff.

Retention/Recruiting

Based on data from Personnel Records, Pharmacists have an average tenure of nearly five years and Senior Pharmacists, approximately eight years. Employment analysts concur that recruiting for Health Department professional titles, including Pharmacists, is difficult because the public sector cannot offer salaries that are competitive with those in the private sector. With a small group of employees like this, one long-term vacancy could have a significant impact on other employees and/or services.

Job Descriptions

A comparison of the current job description provided by the Health Department with position descriptions on file demonstrates a growing responsibility for providing drug education and counseling to patients and health care providers and for monitoring drug therapy. Inventory control and coordination in a county-wide system has also become more complex and critical.

Recommendation

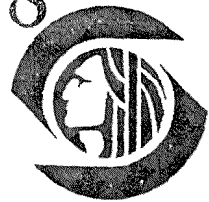
Based on the salary data reviewed and the reported additional duties and responsibilities, I recommend that the County's comparable worth study recommendation of a 5% salary increase, excluding any cost of living adjustments, be implemented for Pharmacist and Senior Pharmacist. It is difficult to determine whether the differential between the two titles is adequate because information about the organizational structure is unclear and inconsistent, and because Senior Pharmacist does not appear to be used consistently in a lead or supervisory capacity. In the absence of better information, I recommend that the salary relationship between the two titles be maintained.

The recommended salary increase, effective 1-1-89 to coincide with other County Comparable worth adjustments, is:

PHARMACIST	\$17.12
PHARMACIST, SENIOR	\$17.12 - 17.77 - 18.45
PHARMACIST, HOURLY (INT)	\$17.12

City of Seattle Personnel Department

Norman B. Rice, Mayor Dwight K. Imanaka, Personnel Director



June 14, 1990

Labor Relations Report #3-90

TO: Debra Hillary,
Labor Relations Negotiator

FROM: Kathy Steinmeyer, *KS*
Class/Comp Analyst

SUBJECT: Salary Recommendation - Licensed Practical Nurse

The Health Department has requested that the nonrepresented Licensed Practical Nurse (LPN) salary on the City's Compensation Plan be increased to match the County's (Local 117) wage scale for that title to resolve an inequity issue, and that, in conjunction with negotiated terms applicable to represented nursing titles, the City's LPN title be paid evening, night and weekend shift differentials. In addition, the department requests that a new title, Licensed Practical Nurse - Jail, be created and that this title be paid \$.50 per hour above the LPN base rate in order to attract and retain qualified personnel in that environment.

BACKGROUND

Currently, the Health Department's Regional Services Division has two nonrepresented LPN positions budgeted in the Jail Services Program. Both are budgeted at the City pay scale (range 16.5A, effective 9/1/88) which is 21.2% lower, at top step, than the current base level salary (effective 1/1/89) for County represented LPN's. The County, via Ordinance No. 8762, increased the pay rates of certain nursing titles in recognition of the salary inequities that existed. The City's LPN title is nonrepresented and was excluded from the City's 9/1/89 general wage increase.

ANALYSIS

This analysis included consideration of the County's pay scale for represented LPN and the internal salary structure of the Jail Services Program, where the nonrepresented LPN positions paid under the City's Compensation Plan are located.

PAY SCALE

County Ordinance No. 8762, passed on December 15, 1988, legislated new pay rates for the County's LPN-Detoxification Facility effective November 1, 1988, January 1, 1989 and January 1, 1990. According to information provided by the County's Assistant Personnel Manager, those rates include a \$1.00 per hour pay premium for

An equal employment opportunity - affirmative action employer
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710 Second Avenue (for the hearing impaired)
Seattle, WA 98104-1793 684-7888

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assignment to Detoxification, and the actual base salary for the County's LPN title can be calculated by subtracting \$1.00 from each of the 11 hourly rates. Thus, the current (January 1, 1990) base rates for County LPN are as follows:

LICENSED PRACTICAL NURSE (COUNTY PAY RATES)

<u>STEP</u>	<u>1-1-90</u>
1	8.9556
2	9.2044
3	9.4596
4	9.7210
5	9.9891
6	10.2638
7	10.5454
8	10.8340
9	11.1299
10	11.4331
11	11.7440

The base salary established by the City for nonrepresented LPN's, effective September 1, 1988, is:

LICENSED PRACTICAL NURSE (CITY PAY RATES)

<u>STEP</u>	<u>9-1-88</u>
1	8.02
2	8.33
3	8.65
4	9.00
5	9.33

The LPN's paid under the City's Compensation Plan are both assigned to the County's Jail Services Program, reporting to an Assistant Personal Health Services Supervisor - Jail (18.49 per hour, top step). The current pay differential is 98.2%

Implementation of the requested salary rates would decrease the differential to 57.4%, or 51.0% when the requested premium pay rate is added to the LPN base. According to the organization chart provided by the Health Department, LPN's have no supervisory responsibility; there would be no impact on a subordinate structure.

RECOMMENDATION

Licensed Practical Nurses who are paid under the County's agreement with Teamsters, Local 117, receive a substantially higher wage than nonrepresented employees of the same title performing the same body of work.

It is hereby recommended that the Licensed Practical Nurses heretofore on the City's Compensation Plan be compensated at the same level as their counterparts in the County. County Ordinance No. 8762 provided for new pay rates effective November 1, 1988. The nonrepresented Licensed Practical Nurses should receive a salary adjustment with the same effective dates as provided in that legislation, effective through August 31, 1989.

LICENSED PRACTICAL NURSE (NONREPRESENTED)

<u>Effective Date</u>	<u>Range</u>	<u>Salary Steps</u>
November 1, 1988	N/A	7.20 - 7.83 - 8.39 - 8.59 - 8.80 - 9.01 - 9.23 - 9.45 - 9.67 - 9.91 - 10.40
January 1, 1989	N/A	8.62 - 8.86 - 9.11 - 9.36 - 9.62 - 9.88 - 10.16 - 10.43 - 10.72 - 11.01 - 11.31

Licensed Practical Nurse- Int shall be paid at the first step of the new range beginning November 1, 1988, with a corresponding increase on January 1, 1989.

In recognition of the difficulty of recruiting and retaining personnel to work at the King County Jail, it is hereby recommended that a title specific to that environment be created, and a separate salary range, comprised of the base rate plus \$.50 per hour, be implemented to compensate it, with the same effective dates as above. Any subsequent changes to the premium pay rate for represented nursing titles assigned to Jail Services should be applied to LPN-Jail.

LICENSED PRACTICAL NURSE - JAIL

<u>Effective Date</u>	<u>Range</u>	<u>Salary Steps</u>
November 1, 1988	N/A	7.70 - 8.33 - 8.89 - 9.09 - 9.30 - 9.51 9.73 - 9.95 - 10.17 - 10.41 - 10.90
January 1, 1989	N/A	9.12 - 9.36 - 9.61 - 9.86 - 10.12 - 10.38 10.66 - 10.93 - 11.22 - 11.55 - 11.81

Furthermore, it is hereby recommended that the same shift differentials which are paid to represented nursing titles at both the City and the County be implemented for the City's nonrepresented LPN titles effective June 16, 1990. Those rates are as follows:

<u>TITLE</u>	<u>SHIFT</u>	<u>DIFFERENTIAL</u>
Licensed Practical Nurse	Swing	+ 1.10/hour
Licensed Practical Nurse-Jail	Swing	+ 1.10/hour
Licensed Practical Nurse	Night	+ 1.70/hour
Licensed Practical Nurse-Jail	Night	+ 1.70/hour
Licensed Practical Nurse	Weekend	+ 2.00/hour
Licensed Practical Nurse-Jail	Weekend	+ 3.00/hour

Subsequent adjustments and method of payment of the shift differentials shall be in the manner and amount defined in the current contract between the County and the Washington State Nurses Association, BU 020.

COMPARISON OF
SEATTLE-KING COUNTY HEALTH DEPARTMENT AND
CITYWIDE NONREPRESENTED SALARY ADJUSTMENTS

9618

EFFECTIVE DATES	COMPENSATION ADJUSTMENTS	
	NONREPRESENTED EMPLOYEES/ HEALTH DEPT.	NONREPRESENTED EMPLOYEES/ CITYWIDE
9/1/89	4.6%	4.6%
9/1/90	\$230 one-time, lump-sum payment (Not added to base wages)	\$170 one-time, lump-sum payment (not added to base wages)
10/10/90	Not applicable	4% increase plus \$25 per month added to base wages
1/1/91	Anticipated County COLA = 90% U.S. CPI-W, Sept. - Sept. Index (6% max.) ¹	Not applicable
9/1/91 or alternative date	Not applicable	To be determined by City Council action.
1/1/92	Health Dept. nonrep. COLAs will be determined by King Co. consistent with Countywide nonrep. COLAs	Not applicable

¹Based on same formula as City of Seattle nonrepresented lump-sum, but prorated over a 16-month base period.

ATTACHMENT B

SUMMARY OF 16-MONTH ADDITIONAL COST FOR
SEATTLE-KING COUNTY HEALTH DEPARTMENT - NONREPRESENTED EMPLOYEES
4.6% WAGE INCREASE PLUS \$230 LUMP-SUM PAYMENT

	9/1/89 - 12/31/89 (4 Months)	1/1/90 - 12/31/90 (12 Months)	Total Cost Over 16 Months
<u>Seattle Division</u>			
(4.6% Increase)	\$ 25,396	\$ 76,188	
(\$230 lump-sum)	-	12,064	
Subtotal	\$ 25,396	\$ 88,252	\$113,648
 <u>County Divisions¹</u>			
(4.6% Increase)	\$ 60,932	\$182,796	
(\$230 lump-sum)	-	28,685	
Subtotal	\$ 60,932	\$211,481	\$272,413
<hr/>			
Total Additional Costs over Current Costs ²	\$ 86,328	\$299,733	\$386,061

¹Includes Regional, Environmental Health, County and Administration Divisions.

²Per King County Personnel; Current Base Monthly Costs including Pension & FICA @16.56%: Seattle Division with 56 employees = \$138,022, County Divisions with 124 employees = \$331,145.