



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

November 26, 2002

Ordinance 14516

Proposed No. 2002-0507.3

Sponsors Phillips

1 AN ORDINANCE relating to Section 530 of the King
2 County Charter and adopting classification titles and pay
3 ranges for appointed, career service and civil service
4 positions in the executive branch; and amending Ordinance
5 11955, Section 12, as amended, and K.C.C. 2.16.100.

6

7

8 PREAMBLE:

9 Motion 9106, adopted by the metropolitan King County council in August
10 of 1993, requested the King County executive to draft a detailed work
11 program and schedule for the preparation of an executive proposed
12 comprehensive classification, pay and benefit plan that included
13 reconciliation of the difference in pay in the newly consolidated
14 government. Motion 10262, adopted by the metropolitan King County
15 council in July 1997, set forth principles to be considered in the
16 development of the executive's recommendations for a new classification

17 and compensation plan for executive branch employees. The motion
18 defined the labor market and the methodology to be used in the
19 compensation study, determined how classifications should be assigned to
20 salary ranges, and outlined the manner in which implementation of the
21 compensation plan should be administered.

22 The county has concluded bargaining with unions that represent clerical,
23 administrative support, professional and technical classifications and the
24 council has adopted ordinances ratifying the collective bargaining
25 agreements affecting those positions. The council subsequently adopted
26 new, parallel, nonrepresented classifications and pay ranges for positions
27 performing clerical and administrative support, secretarial and related
28 work in the executive branch, including the department of assessments and
29 the sheriff's office.

30 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

31 SECTION 1. The classification titles and salary range allocations for
32 nonrepresented classifications in the executive branch listed on Attachment A to this
33 ordinance are hereby approved and adopted.

34 SECTION 2. Notwithstanding the provisions of K.C.C. 3.15.030, each
35 nonrepresented incumbent, except for administrative support or secretarial employees,
36 who presently occupies a position allocated to a classification set forth in Attachment A
37 to this ordinance shall be placed on a step in the new salary range according to the
38 following:

39 A. If the top step of the range assigned to the new classification is equal to or less
40 than the top step of the range assigned to the former classification, the incumbent will be
41 placed at a step in the range assigned to the new classification that is closest to, but not
42 less than, their former rate of pay, not to exceed the top step of the new range except as
43 provided for in this section.

44 B. If the top step of the range assigned to the new classification is greater than the
45 top step of the range assigned to the former classification, the incumbent will be placed at
46 a step in the range assigned to the new classification that provides for an increase of at
47 least 2.5 percent, or the equivalent of one salary step.

48 C. For hourly employees covered by the provisions of the federal Fair Labor
49 Standards Act, the rate of pay will be determined based on their hourly rate of pay. For
50 salaried employees exempt from the federal Fair Labor Standards Act, the rate of pay will
51 be determined based on their annual salary.

52 If the former hourly rate or salary includes an above step 10 amount as a result of
53 a merit award, the employee's new hourly rate or salary will be based on the above step-
54 10 amount, provided that if such increase results in an hourly rate or salary that is above
55 step 10 (not to exceed five percent above the top step) the hourly rate or salary will be
56 reduced to the top step at the end of the merit period unless the employee requalifies for
57 an above step 10 merit award

58 If the former hourly rate or salary includes special duty pay for a special duty
59 assignment, such special duty pay may be considered in determining the new hourly rate
60 or salary at the discretion of the human resources division manager; provided, that the
61 higher level duties encompassed by the special duty assignment have become a

62 permanent part of the body of work performed by the incumbent. If the former hourly
63 rate or salary exceeds the top step of the new salary range, except as otherwise allowed in
64 this section, the incumbent's hourly rate or salary will be frozen with no cost of living or
65 merit increases until such time as the top step of the new range exceeds the incumbent's
66 rate of pay. However, should the incumbent qualify for an annual merit increase above
67 the top of the range as provided in K.C.C. 3.15.020, such increase may be awarded, up to
68 a maximum of five percent above the top of the range.

69 SECTION 3. Employees in the department of public safety classifications of
70 chief and major are eligible for educational incentive pay to be calculated by the same
71 formula as that applied to represented employees in the classification of captain.

72 Any employee of the department of public safety who is in the classification of
73 major on the effective date of this ordinance, and who is also enrolled in the Law
74 Enforcement and Fire Fighters retirement system plan 1 (LEOFF-1), will be
75 grandfathered into the new classification system in their former classification and salary
76 range allocation, and will continue to be eligible for educational incentive and longevity
77 pay on the same basis that he or she was eligible prior to the effective date of this
78 ordinance, to be calculated using the same formula as that applied to police officers
79 represented by the Police Officer's Guild, but will not be eligible for merit pay above the
80 maximum authorized salary rate for the former classification. Employees hired into the
81 classification of major subsequent to the effective date of this ordinance will be placed in
82 the new classification and salary range, regardless of which retirement system he or she
83 may be enrolled in.

84 SECTION 4. Ordinance 11955, Section 12, as amended, and K.C.C. 2.16.100 are
85 each hereby amended to read as follows:

86 **Career service exemptions.** A. Exemptions from the requirements of the career
87 service personnel system shall be consistent with the provisions of Sections 550, 350.10
88 and 350.20 of the King County Charter. Key subordinate units, as determined by the
89 county council, and departmental divisions shall be considered to be executive
90 departments; and divisions of administrative offices shall be considered to be
91 administrative offices for the purpose of determining the applicability of the charter
92 provisions.

93 B. Accordingly, directors (~~((managers))~~) and supervisors of departments,
94 divisions, key subordinate units as determined by the county council, and other units of
95 government as required by law, shall be exempt from the requirements and provisions of
96 the career service personnel system.

97 C. In this regard, the following are determined by the council to be key
98 subordinate units due to the nature of the programs involved and their public policy
99 implications, and appointments thereto shall be subject to confirmation by the council:

- 100 1. The (~~((managers))~~) directors of the following divisions:
- 101 a. public defense division;
- 102 b. minority/women's business enterprises and contract compliance division;
- 103 and
- 104 c. office of information resource management; and
- 105 2. County project coordinators or managers of the following limited term county
106 projects:

- 107 a. Harborview medical center 1987 and prior-year bond project;
108 b. phase one regional justice center project; and
109 c. open space bond acquisition project.

110 3. When an ordinance is enacted designating a position as a key subordinate
111 unit, no person then serving in such position shall continue to serve for more than ninety
112 days after such enactment, unless reappointed by the executive and confirmed by the
113 council.

114 D. In addition, if the following positions are authorized within executive
115 departments, divisions or administrative offices, an administrative assistant and
116 confidential secretary for each director, (~~division manager,~~) chief officer of an
117 administrative office and supervisor of a key subordinate unit as determined by the
118 county council shall be exempt from the requirements and provisions of the career
119 service personnel system.

120 SECTION 5. Should any section, subsection, paragraph, sentence, clause, or
121 phrase of this ordinance be declared unconstitutional or invalid for any reason, such
122 declaration shall not affect the remaining portions of this ordinance. Further, should
123 application of any provision of this ordinance to any person or circumstance be held

124 invalid, application of the provision to other persons or circumstances is not affected.

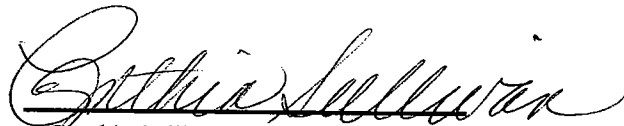
125 SECTION 6. This ordinance takes effect January 1, 2003.

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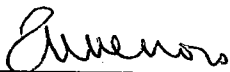
Ordinance 14516 was introduced on 10/21/2002 and passed as amended by the Metropolitan King County Council on 11/25/2002, by the following vote:

Yes: 13 - Ms. Sullivan, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr. Phillips, Mr. Pelz, Mr. McKenna, Mr. Constantine, Mr. Pullen, Mr. Gossett, Ms. Hague, Mr. Irons and Ms. Patterson
No: 0
Excused: 0

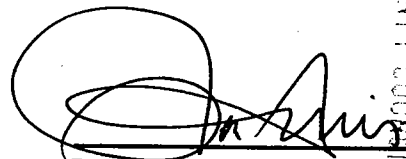
KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Cynthia Sullivan, Chair

ATTEST:


Anne Noris, Clerk of the Council

APPROVED this 6 day of December, 2002.


Ron Sims, County Executive

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2002 DEC -6 PM 3:27
CLERK
KING COUNTY COUNCIL

Attachments A. Appendix A Job Classifications and Salary Ranges Revised 11-14-02

**Appendix A November 13, 2002 /Revised 11/14/02
Job Classifications and Salary Ranges**

New job class #	New Class Title	Final Salary Range
1001000	Director, Adult & Juvenile Detention	87
1001010	Facility Commander	79
1001020	Corrections Major	75
1001100	Division Director, Juvenile	77
1002000	Director, Community & Human Services	87
1002100	Deputy Director, Community and Human Services	75
1002200	Division Director, Developmental Disability	75
1002300	Division Director, Mental Health-Chemical Abuse	79
1002310	Assistant Division Director, Mental Health-Chemical Abuse	73
1002400	Administrator, Public Defense	85
1002410	Assistant Division Director, Public Defense	70
1002500	Division Director, Community & Human Services	75
1002510	Assistant Division Director, Community Services	70
1003100	Chief Appraiser	75
1003110	Chief Deputy Assessor	78
1003200	Division Director, Accounting	75
1003300	Division Director, Residential	75
1003400	Division Director, Information Technology Services	75
1003500	Division Director, Assessments	75
1004000	Director, Development and Environmental Services	87
1004010	Assistant Division Director, Administrative Services	70
1004100	Deputy Director, Development and Environmental Services	75
1004200	Division Director, Land Use Services	75
1004300	Division Director, Building Services	75
1005000	Director, Transportation	89
1005100	Deputy Director, Transportation	87
1005200	Division Director, Roads	85
1005210	Assistant Division Director, Roads	75
1005300	Division Director, Policy & Technology	75
1005400	Division Director, Fleet	79
1005410	Assistant Division Director, Fleet	73
1005500	Division Director, Airport	79
1005600	Division Director, Transit	87
1005610	Assistant Division Director, Transit	79
1006000	Director, Public Health	93
1006010	Assistant Division Director, Finance & Administration	70
1006100	Chief Administrative Officer, Public Health	87
1006200	Chief Operating Officer, Public Health	87
1006300	Division Director, Community Health Services	85
1006310	Assistant Division Director, Community Health Services	73
1006400	Division Director, Emergency Medical Services	79
1006410	Assistant Division Director, Emergency Medical Services	73
1006500	Division Director, Environmental Health Services	85
1006510	Assistant Division Director, Environmental Health	73
1006600	Division Director, Prevention	85

1006610	Assistant Division Director, Prevention	73
1007100	Deputy Director, Judicial Administration	75
1008010	Sheriff's Aide	72
1008020	Legal Advisor, Sheriff's Office	72
1008100	Chief	82
1008110	Major	78
1009000	Director, Natural Resources & Parks	89
1009100	Deputy Director, Natural Resources & Parks	87
1009200	Division Director, Solid Waste	85
1009210	Assistant Division Director, Solid Waste	75
1009300	Division Director, Wastewater Treatment	85
1009310	Assistant Division Director, Wastewater Treatment	75
1009400	Division Director, Water & Land Resources	85
1009410	Assistant Division Director, Water & Land Resources	75
1009500	Division Director, Parks	79
1009510	Assistant Division Director, Parks	73
1010000	Director, Executive Services/County Administrative Officer	89
1010100	Deputy Director, Executive Services	87
1010200	Division Director, Construction & Facilities Management	85
1010210	Assistant Division Director, Facilities Management	75
1010220	Special Projects Manager, Facilities Management	78
1010300	Division Director, Records, Elections & Licensing	85
1010310	Assistant Division Director Records, Elections & Licensing	75
1010400	Division Director, Human Resources	85
1010410	Manager, Labor Relations	78
1010500	Division Director, Finance	87
1010510	Assistant Division Director, Finance	75
1010600	Division Director, Emergency Management	73
1010610	Assistant Division Director, Emergency Management	73
1010700	Division Director, Office of Civil Rights	75
1010800	Administrator, Information Technology Services	89
1010810	Assistant Administrator, Information Technology Section	78
1011100	Chief of Operations, Juvenile	67
1012000	Director, Office of Budget	89
1012100	Deputy Director, Office of Budget	84
1012300	Division Director, Internal Audit	72
1013000	Director, Office of Risk Management	75
1016100	County Executive Assistant I	72
1016200	County Executive Assistant II	75
1016300	County Executive Assistant III	79
1017100	Executive Program Assistant I	48
1017200	Executive Program Assistant II	58
1017300	Executive Program Assistant III	65
1017400	Executive Program Assistant IV	69
1018100	Division Director I, Administrative Services	72
1018200	Division Director II, Administrative Services	75
1019100	Assistant County Executive Operations I	89
1019200	Assistant County Executive Operations II	93
1020100	Administrative Assistant I	48
1020200	Administrative Assistant II	58

1020300	Administrative Assistant III	65
1020400	Administrative Assistant IV	69
1033100	Chief Health Operating Officer	87
1040100	Finance Manager	75
1041100	Financial Services Administrator	71
1072600	Assistant Solid Waste Operations Manager	72
1074700	Natural Resources Manager	72
1075100	Capital Improvements Program Section Manager	75
1075200	Water Pollution Control Maintenance Manager	75
1075300	Wastewater Plant Operations Manager	75
1075400	Assistant Capital Improvement Program Section Manager	71
1077100	Finance and Administrative Services Manager	72
1082100	Assistant Human Resources Division Manager	75
1132100	Transit Operations Manager	83
1132200	Management Information & Transit Technology Manager	75
1132300	Power and Facilities Manager	75
1132400	Vehicle Maintenance Manager	79
1132500	Transit Design and Construction Manager	75
1132600	Service Development Manager	75
1132700	Sales and Customer Services Manager	75
1137100	ParaTransit/Rideshare Operations Manager	75
1138100	Transit Oriented Development Program Manager	78
1142100	Administrative Services Manager	75
1300100	Operations Manager	75
1400100	Regional Fingerprint Identification Manager	74
1401100	Identification Operations Manager	65
1402100	Forensics Operations Manager	65
1500100	Parks Maintenance Manager	72
1501100	Facilities Maintenance Manager	72
1601100	Animal Services Program Manager	72
1701100	Fire Marshal	72
2110400	Finance / Accounting Supervisor	69
2120100	Internal Audit Assistant	59
2120200	Internal Auditor	64
2120300	Internal Audit Supervisor	69
2130100	Budget Analyst I	57
2130200	Budget Analyst II	60
2130300	Budget Analyst III	65
2133100	Chief Financial Officer	75
2136100	Alternative Dispute Resolution Coordinator	58
2136200	Alternative Dispute Resolution Mediator	71
2137100	Alternative Dispute Resolution Manager	74
2138100	Treasury Manager	75
2209100	Construction Projects Control Officer	72
2210100	Grants and Contracts Officer I	49
2212100	Procurement Manager	75
2213100	Project Control Officer	72
2221000	Marketing and Sales Assistant Specialist	46
2221100	Marketing and Sales Specialist I	51
2230100	Customer Services Assistant Coordinator	49
2240200	Archivist	57

2240300	Archives and Records Manager	69
2306100	Human Resource Services Delivery Manager I	69
2307100	Human Resource Services Delivery Manager II	72
2308100	Employee and Labor Relations Representative	66
2309100	Labor Analyst	66
2310100	Classification, Compensation and Pay Implementation Manager	71
2312100	Human Resource Manager	67
2313100	Labor Negotiator I	67
2313200	Labor Negotiator II	71
2314100	Diversity Manager	69
2315100	Training & Organizational Development Manager	69
2316100	Compensation, Benefits and Recruiting Services Manager	75
2321100	Civil Rights Specialist I	52
2321200	Civil Rights Specialist II	57
2321300	Civil Rights Specialist III	62
2330300	Claims Supervisor	68
2335100	Safety and Claims Manager	72
2440000	Superintendent of Licensing	69
2440100	License Support Supervisor	61
2443100	Health Services Administrator I	68
2443200	Health Services Administrator II	71
2447100	Regional Health Administrator	75
2500100	Arts Program Coordinator	60
2502100	Special Projects Manager I	68
2502200	Special Projects Manager II	70
2502300	Special Projects Manager III	72
2503100	Communications Manager	70
2621100	Assessments Section Supervisor	63
2631100	Inventory Specialist	43
2702100	Statistician	60
2810400	Administrator IV	68
2813100	Assistant Superintendent of Elections	61
2813200	Superintendent of Elections	72
2818100	Superintendent of Records	69
2830100	Government Relations Assistant	50
2830200	Government Relations Analyst	58
2830300	Government Relations Administrator	73
2831100	Government Relations Officer	75
3109100	Workforce Development Services Administrator	70
3110100	Employee Assistance Program Coordinator	57
3111100	Involuntary Commitment Specialist	53
3111300	Involuntary Commitment Coordinator	70
3120500	Chemical Dependency Screener Supervisor	58
3121100	Residential Services Supervisor	58
3202100	Dentist	76
3203200	Staff Physician	86
3203300	Senior Staff Physician	89
3207100	Clinic Veterinarian	64
3208100	Medic One Manager	69
3209100	Disease Control Officer	94

3210100	Medical Officer	98
3315100	Nursing Staff Development Specialist	59
3316100	Assistant Chief of Nursing Services	71
3316200	Chief of Nursing Services	72
3322100	Chief of Pharmacy	75
3332200	Dental Hygienist Supervisor	65
3426100	Correctional Health Section Manager	75
3428100	Public Defense Interpreter	59
3500100	Recreation Specialist	46
3500200	Recreation Coordinator	49
3500300	Recreation Program Supervisor	53
3500400	Recreation Programs Manager	72
3501100	Assistant Aquatic Facility Coordinator	38
3501200	Aquatic Facility Coordinator	50
3501400	Aquatic Program Manager	57
3502100	Lifeguard	37
3503100	Regional Aquatic Center Coordinator	63
4301100	Noxious Weed Control Specialist I	39
4301200	Noxious Weed Control Specialist II	45
5220300	Security Chief	57
5310100	Building Services Supervisor	68
5319300	Chief Plumbing Inspector	64
5324100	License Inspector	55
5400100	Environmental Programs Section Manager	75
5401100	Environmental Programs Managing Supervisor	71
6200100	Public Defense Interviewer	44
6200200	Public Defense Coordinator	50
6209100	Court Scheduling Specialist	49
6217200	Judicial Services Supervisor II	60
6218100	Legal Services Supervisor I	51
6219100	Judicial Services Division Manager	70
6221100	Tort Claims Investigator	59
6221200	Deputy Risk Manager - Claims	72
6223100	Transit Claims Manager	69
6224100	Insurance and Contract Review Manager	69
7114200	Capital Project Management Technician II	47
7114400	Capital Project Manager II	59
7114500	Capital Project Manager III	64
7114600	Capital Project Manager IV	69
7115100	Capital Projects Managing Supervisor	72
7215100	Printing Services Supervisor	68
7221300	Graphic Design Supervisor	53
7304100	Functional Analyst I	54
7304200	Functional Analyst II	57
7304300	Functional Analyst III	62
7513300	Epidemiologist III	71
7521300	Environmental Specialist III	56
7530100	Environmental Laboratory Scientist I	54
7530200	Environmental Laboratory Scientist II	59
7530300	Environmental Laboratory Scientist III	64
7530400	Environmental Laboratory Scientist IV	69
7530500	Environmental Laboratory Supervisor	69

7533300	Supervising Microbiologist-Public Health	57
7536200	Laboratory Project Manager	59
7538200	Public Health Laboratory Manager	65
8302100	Automated Scale Technician	56



Metropolitan King County Council

*Keep with
Ordinance 14516
(original) [initials]*

MEMORANDUM

January 7, 2003

*1-15-03
Spoke with David deCourcy, COS,
and Ryan Bayne, aide to Chair
Sullivan. Both agreed with
the recommend approaches.*

TO: David deCourcy, Ryan Bayne

FM: Anne Noris, Clerk of the Council

CC: Jim Brewer, Legal Counsel; Bruce A. Ritzen, Code Reviser

*Answer
check the work*

RE: Codification of K.C.C. 2.16.100 and 11.04.035 by Merger

According to K.C.C. 1.02.090, if two or more ordinances amend the same section of the code, without reference to the others, the clerk, in consultation with the chair of the council and legal counsel of the council, may publish the section in the code with all amendments incorporated in the section. We have developed the following recommendations for two recently amended sections.

2.16.100

When Ordinance 14516 was drafted, it was drafted without reference to the current code, which included changes made in Ordinance 14199. As a result, amendments made in 14419 were left out, including material that was stricken in 14199.

1/10/14199

In relevant part, the subsection C as it now exists in the code provides:

"C. The following are determined by the council to be key subordinate units due to the nature of the programs involved and their public policy implications, and appointments thereto shall be subject to confirmation by the council:

1. The manager of the public defense division; and
2. The chief information officer of the administrative office of information resource management...."

Ordinance 14199 amended K.C.C. 2.16.100 like this:

"C. ~~((In this regard, t))~~ The following are determined by the council to be key subordinate units due to the nature of the programs involved and their public policy implications, and appointments thereto shall be subject to confirmation by the council:

1. The manager~~((s))~~ of the ~~((following))~~ public defense division~~((s)); and~~
~~((a. public defense division; and))~~
~~((b. minority/women's business enterprises and contract compliance division.))~~

2. The chief information officer of the administrative office of information resource management.

~~((2. County project coordinators or managers of the following limited term county projectsP:~~

- a. ~~Harborview medical center 1987 and prior year bond project.~~
- b. ~~phase one regional justice center project.~~
- c. ~~open space bond acquisition project.))...."~~

Ordinance 14516 changed the section, using a prior version of the code that did not include changes from 14199, providing:

"C. In this regard, the following are determined by the council to be key subordinate units due to the nature of the programs involved and their public policy implications, and appointments thereto shall be subject to confirmation by the council:

1. The ~~((managers))~~ directors of the following divisions:
 - a. public defense division;
 - b. minority/women's business enterprises and contract compliance division; and
 - c. office of information resource management.

2. County project coordinators or managers of the following limited term county projects:

- a. Harborview medical center 1987 and prior-year bond project;
- b. phase one regional justice center project; and
- c. open space bond acquisition project."

This seems to restore the minority/women's business enterprises and contract compliance division, to refer to the office of information resource management and not the chief information officer of that division and to replace temporary positions. But the minority/women's business enterprises and contract compliance division and the temporary positions no longer exist. The language that impliedly restores the reference to that division was not underlined as new language as required for amendments under K.C.C. 1.24.075 and the intent of 14516 is clearly to change the reference to the outdated term "manager" to the current term "director", not to add back to the code outdated references. Because of those factors, this merged version would correctly reflect what was done by the council:

"C. The following are determined by the council to be key subordinate units due to the nature of the programs involved and their public policy implications, and appointments thereto shall be subject to confirmation by the council:

1. The director of the public defense division; and
2. The chief information officer of the administrative office of information resource management...."

We recommend that this version be contained in the code.

11.04.035

This section was amended by Ordinance 14498 and 14521, which amended two lines in different ways.

A. For subsection D, Ordinance 14498 provides:

"D. ((Service fees)) The following service fees are applicable as provided in this chapter:"

while Ordinance 14521 provides:

"D. The following ((S))service fees apply:"

Since "apply" and "are applicable" are synonymous, the proposed merger is:

"D. The following service fees apply as provided in this chapter:"

B. Ordinance 14498 also amends K.C.C. 11.04.035, to provide:

5. Recovery of deceased ((domestic)) domesticated pets from doctors of veterinary medicine, per pet 7.00

while Ordinance 14521 deleted that entire fee:

~~((5. Recovery of deceased domestic pets from doctors of veterinary medicine, per pet 7.00))~~

Because the entire fee is now gone, whether it applied to "domestic" or "domesticated" pets is no longer relevant.

We recommend that K.C.C. 11.04.035 be codified as we have suggested.