

March 10, 1989
0272D/NM/rr/clt

INTRODUCED BY: Greg Nickels

PROPOSED NO.: 89 - 201

MOTION NO. 7472

A MOTION directing the Executive to correct errors in the Executive Comparable Worth proposal and to resubmit a proposal which includes full implementation.

WHEREAS, in 1983, the county council recognized pay inequity among county job classes and directed the executive to perform a comparable worth analysis and to recommend by October, 1984 a comparable worth implementation plan which corrected these inequities, and

WHEREAS, county employees have waited almost six years for comparable worth to be implemented, and

WHEREAS, the county council included funding for comparable worth implementation in the 1987, 1988, and 1989 adopted budgets, and

WHEREAS, the consultant retained by the executive to perform a comparable worth study for the county did not complete the study until late 1987, and

WHEREAS, at that time the council reviewed the study and identified a number of problems to be corrected by the executive, and

WHEREAS, the executive submitted a comparable worth implementation proposal in January, 1989, and

WHEREAS, the executive proposal includes many problems which concern the council, and

WHEREAS, as a result, the comparable worth program as proposed by the executive requires additional improvement;

1 NOW, THEREFORE, BE IT MOVED by the Council of King County:

2 A. By May 1, 1989, the executive is directed to submit a
3 revised comparable worth proposal which:

4 Provides both 1988 and 1989 comparable worth adjustments
5 at the same time;

6 corrects technical errors including improper work week
7 assumptions and underestimation of job class FTEs;

8 reevaluates the proposed senior swim instructor and fire
9 marshal salary increases;

10 addresses the office technician I/office technician II
11 rating problem;

12 recommends a methodology which treats merit pay and
13 represented employees equitably.

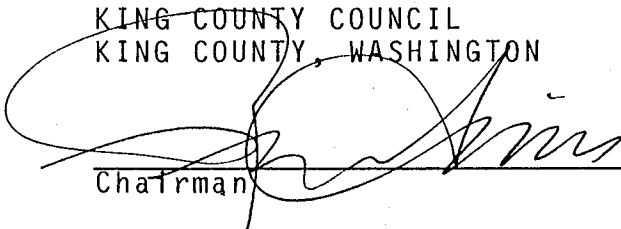
14 B. The executive is also directed to propose adjustments for
15 alcoholism and substance abuse division employees in a separate
16 ordinance. The large number of job classes receiving increases
17 in this division and the magnitude of these increases indicates a
18 detailed classification and market analysis for all unique job
19 classes in this division is required. This analysis should be
20 performed as soon as possible.

21 C. The council will provide the resources needed to
22 accomplish A and B in an expeditious manner.

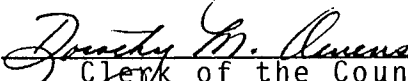
23 D. Job market analysis should be the primary factor in
24 lowering or freezing salaries for jobs that are above the
25 comparable worth average compensation line.

26 PASSED this Bth day of March, 1989.

27 KING COUNTY COUNCIL
28 KING COUNTY, WASHINGTON

29 
30 Chairman

31 ATTEST:

32 
33 Clerk of the Council