

COPY

Aug. 23, 1993
PERSCOMP.MOT (SS:MW:wea)

Introduced by: Ron Sims
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Proposed No.: 93-631

MOTION NO. 9106

1
2 A MOTION requesting that the King County
3 Executive prepare for approval by the
4 Council a work program, schedule, and
5 policies for analyzing and reconciling
6 salary and benefit differences between
7 King County and Metro salaries and
8 benefits.

9 WHEREAS, Charter Amendment One (Ordinance 10530) and
10 Proposition One (Ordinance 10531) approved by the voters at the
11 November 3, 1992 general election provide for the
12 organizational consolidation of Metro and the county under a
13 new metropolitan legislative authority effective January 1,
14 1994, and

15 WHEREAS, Metro and King County may have had different
16 approaches to determining appropriate compensation, including
17 both salaries and benefits, for employees, and

18 WHEREAS, it is important for employee morale and for
19 responsible fiscal management that the analysis and
20 reconciliation of inappropriate differences in compensation be
21 conducted and completed and a new total compensation plan
22 adopted as quickly as possible;

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

24 A. The King County Executive is hereby requested to
25 prepare and transmit for council review in draft form by
26 November 15, 1993, and for council approval in final form by
27 December 1, 1993:

28 1. a detailed work program and schedule for the
29 preparation of an executive proposed comprehensive
30 classification, pay and benefit plan for the newly
31 consolidation government that includes reconciliation of
32 inappropriate differences in compensation; and

33 2. proposed policies to guide the preparation of an
34 executive proposed comprehensive classification and pay plan

1 for all employees of the executive branch of the newly
2 consolidated government.

3 B. The proposed work program and schedule should include:

4 1. the priority order, schedule, and rationale for
5 reviewing different kinds of jobs;

6 2. the proposed organizational structure for overseeing
7 and performing the work, for resolving differences in opinion,
8 and for involving human resource office representatives,
9 finance office representatives, line user agency
10 representatives and employees and labor union representatives;

11 3. the proposed use, if any, of consultants; and

12 4. the proposed budget for performing the work.

13 C. The proposed policies to guide the preparation of an
14 executive proposed classification and pay plan should include:

15 1. the market(s) to be used and the rationale for their
16 use; the alternative markets considered but eliminated and the
17 rationale for their elimination;

18 2. the percentage of market average to be used and the
19 rationale; and

20 3. sample results of applying alternative policies,
21 including the selected alternative and the eliminated
22 alternatives, to selected position classifications to
23 demonstrate the effect on cost.

24 PASSED this 23rd day of August, 1993

25 KING COUNTY COUNCIL
26 KING COUNTY, WASHINGTON

27 
28 Chair

29 ATTEST:

30 
31 Clerk of the Council