

November 5, 1993
93-801.2SB (SS:clt)

Introduced by: Sims/Gruger

Proposed No.: 93-801

MOTION NO. 9168

A MOTION establishing criteria for the council's review and approval of salary range actions.

WHEREAS, the salaries of employees within existing collective bargaining units are established through the bargaining process and salaries of nonrepresented employees through procedures established by ordinance and the career service guidelines, and

WHEREAS, in addition, Chapter 3.15 of the King County Code provides for council committee review and approval of certain individual salary range actions on a case-by-case basis, and

WHEREAS, the consolidation of Metro and King County will be effective on January 1, 1994, and Metro will become a new department in county government called the department of metropolitan services, and

WHEREAS, based on council review and approval of compensation policies scheduled for December, 1993, a classification and compensation study will be conducted by the executive, resulting in recommendations to the council by mid-1994 for implementation in 1994 or 1995, and

WHEREAS, the classification and compensation study should be completed and implemented before most individual salary actions are considered by the council, and

WHEREAS, there may be certain circumstances in which there are compelling reasons for approving individual actions on salary ranges prior to implementing the results of the study, and

WHEREAS, the council needs to establish criteria to guide its review and approval of individual salary range actions pending the completion, adoption and implementation of the results of the study;

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

1 A. As an interim measure until the recommendations of the
2 classification and compensation study are approved by the
3 council and implemented by the executive, the council will act
4 on only those salary range changes or new assignments which
5 meet one or more of the following criteria:

6 1. Establish a new classification and salary range for
7 functions that have not been previously performed;

8 2. Establish a salary range for a new classification
9 because the duties of an existing classification have changed
10 significantly and the new classification justifies an increase
11 in salary of at least 10 percent;

12 3. Adjust the salary of an existing classification
13 because the salary fails to attract qualified candidates to a
14 vacant position in the classification;

15 4. Adjust the salary of an existing classification
16 because of significant salary compression or inversion
17 problems; or

18 5. For requested actions that do not meet any of the
19 above criteria "1" through "4" but are otherwise justified,
20 address actions which have been pending for a such a long
21 period of time that any further delay would be unfair to the
22 incumbents.

23 B. As an interim measure pending the implementation of the
24 recommendations in the classification and compensation study,
25 the council requests that the executive apply these same
26 criteria in approving or proposing to the council any salary
27 range actions. The executive is further requested to amend the
28 career service guidelines or take any other steps that might be
29 necessary to ensure that employees receive appropriate
30 retroactive pay back to the date of passage of this motion if
31 their individual salary range actions are held pending the
32 implementation of the classification and compensation study.

33 C. As an interim measure until on January 1, 1994 when the
34 consolidation of Metro and King County will be effective and
35 these criteria will apply to the new department of metropolitan

1 services, the council further requests that the Metro Executive
2 Director apply the same criteria in approving any salary range
3 actions.

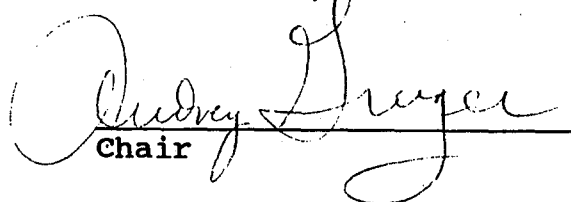
4 D. Nothing contained in this motion shall be construed to
5 affect the rights of Metro and King County employees covered by
6 collective bargaining agreements.

7 E. The effect of this motion shall terminate on October
8 15, 1994, the expected date by which the Metropolitan King
9 County Council will have adopted a new classification and
10 compensation plan.

11 PASSED this 15th day of November, 1993.

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KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Chair

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15

16 ATTEST:

17 
18 Clerk of the Council

19 Attachments: