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vetoed

INTRODUCED BY:  R.R. "BOB" GREIVE

ORDINANCE NO.  4091

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1 AN ORDINANCE relating to the Charter-Required Pay Plan  
2 and Personnel Policy Ordinance No. 422; Establishing  
3 the King County Standardized Salary Schedule and the  
4 1979 Salary Allocation List for Appointed Classifications,  
5 for Career Service Classifications and for Public Safety  
6 Civil Service Classifications; and, Providing for Incentive  
7 Merit Pay Increases, and Repealing Ordinance No. 3632.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. Ordinance No. 3632 is hereby repealed.

10 SECTION 2. Pursuant to Ordinance No. 422, Section 8, the attached  
11 County Standardized Salary Schedule, entitled "Schedule of Pay Ranges in  
12 Annual Monthly and Semi-Monthly Amounts" is hereby approved and adopted.

13 SECTION 3. In construing the provisions of this Ordinance, except  
14 where otherwise declared or clearly apparent from the context, words used here  
15 shall be given their common and ordinary meaning. In addition, the following  
16 definitions shall apply:

17 (1) PAY PLAN - A systematic schedule of numbered pay ranges with  
18 minimum, maximum and intermediate steps for each pay range, a schedule of  
19 assignment of each classification to a numbered pay range and rules for  
20 administration.

21 (2) INCENTIVE (MERIT) INCREASE - An increase to an employee's  
22 base salary within the assigned pay ranges, based on demonstrated performance.

23 (3) POSITION - A group of current duties and responsibilities  
24 assigned by competent authority requiring the full-time or part-time  
25 employment of one person.

26 (4) CLASSIFICATION PLAN - the arrangement of positions into  
27 classes, together with specifications describing each class.

28 (5) CLASSIFICATION - A position or group of positions, established  
29 by authority, being sufficiently similar in respect to the duties, responsi-  
30 bilities and authority thereof, that the same descriptive title may be used  
31 to designate each position allocated to the class.

32 (6) NEW CLASSIFICATION - A new classification is required because  
33 factors of an existing classification cannot be applied to a position or group  
of positions.

1 (7) RECLASSIFICATION - A change in the classification of a  
2 position to a higher, lower or equivalent class on the basis of significant  
3 changes in the kind, difficulty and responsibility of duties assigned by  
4 competent authority.

5 (8) SALARY OR PAY RATE - An individual dollar amount which is one  
6 of the steps in a pay range paid to an employee based on the classification  
7 of the position occupied.

8 (9) PAY RANGE - One or more pay rates representing the minimum,  
9 maximum and intermediate steps assigned to a classification.

10 (10) PAY RANGE ADJUSTMENT - The adjustment of the numbered pay  
11 range of a class to another numbered pay range in the schedule based on a  
12 class concept change, competitive pay data, or other significant factors.

13 (11) Y-RATE - A pay rate that is in excess of the maximum (Step 10)  
14 of the pay range assigned to the classification of a position.

15 SECTION 4. The salary allocation list for elected and appointed  
16 classes set forth is hereby approved and adopted.

18	OXXX CLERICAL, ADMINISTRATIVE AND FISCAL	PAY RANGE NUMBER
19	00XX GENERAL CLERICAL	
20	0021 Office Manager - County Executive	42
21	0025 Confidential Secretary I	35
22	0026 Confidential Secretary II	37
23	01XX DATA PROCESSING	
24	0145 Systems Services Manager	73
25	02XX STORES, PURCHASING AND PROPERTY MANAGEMENT	
26	0255 Property Manager	69
27	03XX ACCOUNTING, FISCAL CONTROL AND FINANCE	
28	0335 Finance Manager	65
29	0337 Comptroller	75
30	0356 Program Development Manager	67
31	0357 Program Budget Manager	75
32	0359 Director of Budget and Program Development	81
33	0378 Stadium Finance Manager	65

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1	0455 County Assessor	\$40,509.50
2	0491 Chief Deputy Assessor	72
3	05XX ELECTIONS, DOCUMENTS AND LEGAL	
4	0525 Records and Elections Manager	70
5	0547 Director - Office of Public Defense	69
6	0548 Administrative Assistant - Public Defense	50
7	0554 Assistant Director - Judicial Administration	53
8	0555 Director of Judicial Administration	69
9	06XX GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
10	0627 Agriculture Director	81
11	0629 Personnel Manager	74
12	0636 General Services Manager	73
13	0637 Stadium Director	81
14	0638 Stadium Sales and Promotions Manager	65
15	0649 Stadium Operations & Maintenance Manager	70
16	0641 County Fair Manager	57
17	0645 Building Manager	69
18	0649 Safety Manager	61
19	0650 Administrative Assistant - Architecture	50
20	0651 Architecture and Design Manager	71
21	0652 Assistant Medical Examiner	79
22	0653 Chief Medical Examiner	92
23	0655 Building and Land Development Manager	74
24	0659 Planning Manager	74
25	0660 Administrative Assistant - Planning	50
26	0662 Airport Manager	69
27	0663 County Road Engineer	77
28	0665 Public Works Director	81
29	0666 Hydraulics Division Manager	69
30	0667 Solid Waste Division Manager	69
31	0670 Administrative Assistant - Parks	57
32	0675 Parks and Recreation Manager	76
33	0677 Director of Planning & Community Development	81

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1	0678	Executive Secretary Arts Commission	51
2	0679	Executive Secretary - Boundary Review Board	54
3	0680	Administrative Assistant - Arts Commission	43
4	0681	Administrative Assistant I - County Executive	54
5	0682	Administrative Assistant II - County Executive	64
6	0683	Administrative Assistant III - County Executive	69
7	0684	Administrative Assistant IV - County Executive	70
8	0687	Deputy County Executive	81
9	0689	County Executive	
10	0693	Deputy County Administrative Officer	67
11	0695	County Administrative Officer	81
12	07XX	GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
13	0705	Administrative Assistant - Youth Services	59
14	0712	Technical Systems Manager	65
15	1XXX	SOCIAL, HEALTH AND RELATED SERVICES	
16	10XX	SOCIAL SERVICES	
17	1127	Human Services Division Manager	69
18	1151	Emergency Medical Services Manager	63
19	1152	Administrative Assistant - Emergency Medical Services	52
20	14XX	CORRECTIONS SERVICES	
21	1440	Corrections Division Manager	69
22	1450	Rehabilitative Services Director	81
23	3XXX	PUBLIC SAFETY AND RELATED SERVICES	
24	30XX	LAW ENFORCEMENT	
25	3041	Chief - Bureau-Police Operations	**
26	3043	Chief - Bureau-Staff Services	**
27	3049	Director of Public Safety	81
28	4XXX	GRANT FUNDED POSITIONS	
29	4150	Alcoholism Services Division Manager	69
30	<u>SECTION 5.</u> The salary allocation list for Career Service classes		
31	set forth below is hereby approved and adopted:		
32	OXXX	CLERICAL, ADMINISTRATIVE AND FISCAL	PAY RANGE NUMBER
33	O0XX	GENERAL CLERICAL	

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1	0001	Office Aide	15*
2	0005	Office Assistant I	17*
3	0006	Office Assistant II	21*
4	0007	Office Assistant III	24*
5	0008	Mag Card Operator	25*
6	0012	Office Technician I	27*
7	0013	Office Technician II	30*
8	0014	Office Technician III	35*
9	0016	Secretary I	24*
10	0017	Secretary II	30*
11	0018	Secretary III	35*
12	0030	Office Coordinator	35
13	0031	Office Services Supervisor	35*
14	0051	Abstract Technician	30
15	0061	Switchboard Operator I	NR
16	0062	Switchboard Operator II	NR
17	0071	Receptionist	22*
18	01XX	DATA PROCESSING	
19	0101	Operations Coordinator I	NR
20	0102	Operations Coordinator II	NR
21	0103	Operations Coordinator III	NR
22	0105	Computer Master Scheduler	NR
23	0111	Data Entry Operator I	NR
24	0112	Data Entry Operator II	NR
25	0113	Data Entry Operator III	NR
26	0114	Lead Data Entry Operator	NR
27	0117	EDP Librarian	NR
28	0121	Computer Operator I	NR
29	0122	Computer Operator II	NR
30	0123	Computer Operator III	NR
31	0125	Computer Shift Supervisor	NR
32	0126	Recovery Analyst - Computer Operations	44
33	0127	Programmer Analyst I	44

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1	0128	Programmer Analyst II	50
2	0129	Programmer Analyst III	55
3	0130	Programmer Analyst IV	58
4	0131	Programmer I	40
5	0132	Computer Technology Specialist	57
6	0135	EDP Project Manager	61
7	0136	Computer Operations Unit Manager	54
8	0137	Technology Manager	61
9	0141	Systems and Programming Development Manager	67
10	0142	Technology and Operations Manager	67
11	0161	EDP Program Coordinator	48
12	02XX	STORES, PURCHASING AND PROPERTY MANAGEMENT	
13	0201	Stores Clerk	NR
14	0203	Stadium Supply Clerk	NR
15	0205	Storekeeper	NR
16	0209	Contract Specialist	37
17	0211	Buyer	NR
18	0212	Senior Buyer	NR
19	0215	Purchasing Manager	60
20	0220	Real Estate Representative	39
21	0221	Staff Appraiser I	49
22	0222	Staff Appraiser II	54
23	0230	Preventative Maintenance Coordinator	55
24	0231	Inventory Control Clerk I	27
25	0232	Inventory Control Clerk II	30
26	0233	Property - Maintenance Supervisor	47
27	0235	Road Use Investigator	42
28	0237	Right-of-Way Agent I	49
29	0238	Right-of-Way Agent II	54
30	0239	Claims Adjustor	36
31	0240	Claims Coordinator	47
32	0241	Risk Management Officer	66
33	0243	Franchise Officer	49

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1	0245	Title and Escrow Officer	49
2	0247	Property Management Coordinator	39
3	0248	Property Management Supervisor	54
4	03XX	ACCOUNTING, FISCAL CONTROL AND FINANCE	
5	0301	Account Clerk I	17*
6	0302	Account Clerk II	24*
7	0303	Account Clerk III	31*
8	0308	Fiscal Services Technician	NR
9	0310	Internal Auditor	55
10	0311	Accountant I	42*
11	0312	Accountant II	49*
12	0315	Account Section Supervisor - General Services	40
13	0316	Administrative Services Officer I	50
14	0317	Administrative Services Officer II	55
15	0318	Administrative Services Officer III	57
16	0319	Chief Accountant	65
17	0320	Comptroller Section Supervisor	55
18	0321	Cashier I	28*
19	0322	Cashier II	35*
20	0325	County Revenue Officer	NR
21	0327	Investment Specialist	49
22	0340	Economist	57
23	0350	Budget Analyst Trainee	42
24	0351	Budget Analyst I	47
25	0352	Budget Analyst II	52
26	0353	Budget Analyst, III	57
27	0354	Budget Analyst IV	59
28	0361	Site Cashier	NR
29	0375	Box Office Assistant I	27
30	0376	Box Office Assistant II	42
31	04XX	PROPERTY APPRAISAL	
32	0405	Appraiser I	NR
33	0406	Appraiser II	NR

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1	0410 Auditor Appraiser Assistant	NR
2	0411 Auditor Appraiser I	NR
3	0412 Auditor Appraiser II	NR
4	0421 Forestry Appraiser	NR
5	0431 Assessments Auditor	NR
6	0436 Mapping Unit Supervisor	NR
7	0438 Assessments Analyst I	NR
8	0439 Assessments Analyst II	NR
9	0440 Assessments Systems Analyst	55
10	0441 Appraisal Unit Supervisor	NR
11	0443 Special Exemptions Coordinator	52
12	0444 Assessments Technical Services Officer	50
13	0446 Assessments Land Use Supervisor	52
14	0451 Assessments Section Supervisor I	56
15	0452 Assessments Section Supervisor II	59
16	0461 Assessments Division Manager I	63
17	0462 Assessments Division Manager II	66
18	05XX ELECTIONS, DOCUMENTS AND LEGAL	
19	0501 Voting Machine Programmer	NR
20	0502 Election Supply Technician	NR
21	0503 Assistant Voting Machine Custodian	NR
22	0504 Voting Machine Custodian	NR
23	0505 Torrens Title Clerk	NR
24	0514 Elections Supervisor	54
25	0515 Elections Superintendent	62
26	0521 Superintendent of Records	51
27	0531 Court Clerk I	26
28	0532 Court Clerk II	30
29	0543 Judicial Services Supervisor I	41
30	0544 Judicial Services Supervisor II	43
31	06XX GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
32	0601 Administrative Aide	33
33	0602 Park Operations Assistant	50



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1	0603	Safety Training Specialist	46
2	0604	Management Analyst III	57
3	0605	Administrative Assistant I	42*
4	0606	Administrative Assistant II	50*
5	0607	Administrative Assistant III	57
6	0608	Management Analyst I	47
7	0609	Management Analyst II	52
8	0610	Records Supervisor	40
9	0611	Management Analyst Trainee	42
10	0612	Labor-Employee Relations Specialist I	43
11	0613	Affirmative Action Administrator	62
12	0614	Equal Employment Opportunity Officer	54
13	0615	Departmental Personnel Officer I	53
14	0616	Departmental Personnel Officer II	57
15	0617	Community Relations Specialist	42
16	0618	Community Relations Supervisor	57
17	0619	Administrator - King County Public Employment Program	64
18	0620	Contract Analyst	52
19	0621	Personnel Analyst I	42
20	0622	Personnel Analyst II	54
21	0623	Personnel Analyst III	59
22	0624	Labor/Employee Relations Specialist II	47
23	0625	Labor & Employee Relations Manager	66
24	0626	Personnel Services Supervisor	60
25	0628	Contract Compliance Officer	52
26	0630	Program Assistant	42
27	0631	Program Analyst I	47
28	0632	Program Analyst II	52
29	0633	Program Analyst III	57
30	0634	Program Analyst IV	61
31	0635	Assistant General Services Manager	60
32	0642	Personnel Technician	42
33	0643	Grant Coordinator	50

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1	0646	Worker's Compensation Coordinator	37
2	0647	Safety Officer	50
3	0648	Assistant Safety Manager	58
4	0657	Parks Security/Safety Coordinator	50
5	0658	Sales & Promotion Assistant	47
6	0661	Assistant Airport Manager	58
7	0668	Fleet Administrator	66
8	0671	Parks Operations Manager	63
9	0672	Recreation Programs Manager	60
10	0673	Parks Capital Improvement Manager	56
11	0674	Chief Examiner - Civil Service Commission	56
12	0690	Stadium Operations Assistant	50
13	0691	Stadium Operations Aide	33
14	0696	Parks Capital Improvement Specialist	50
15	0697	Public Information Officer	47
16	0698	Assistant License Support Supervisor	47
17	0699	License Support Supervisor	54
18	07XX	GENERAL ADMINISTRATIVE AND ALLIED STAFF SERVICES	
19	0702	Claims Officer	52
20	0703	Coordinator - Women's Program	57
21	0704	Equal Opportunity Investigator	43
22	0706	Program Coordinator	53
23	0707	Systems Coordinator	55
24	0708	Historic Preservation Officer	52
25	0710	Assistant Manager Stadium Operations & Maintenance	67
26	0714	Technical Systems Assistant	50
27	0716	Graphic Arts Designer	43
28	0720	Facilities Services Manager - DYS	54
29	1XXX	SOCIAL, HEALTH AND RELATED SERVICES	
30	10XX	SOCIAL SERVICES	
31	1005	Aging Program Coordinator	50
32	1006	Youth Program Field Coordinator	46
33	1007	Youth Program Coordinator I	50

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1	1010 Youth Employment Specialist	35
2	1013 Youth Program Analyst	47
3	1018 Program Coordinator - Mental Health	57
4	1019 Program Coordinator - Drug Abuse	57
5	1020 Program Coordinator - Development Disability	57
6	1022 Social Services Program Analyst	47
7	1023 Social Services Coordinator I	50
8	1026 Monitoring Evaluation Section Coordinator	56
9	1028 Statistician	50
10	1031 Veterans Aid Interviewer	NR
11	1035 Veterans Aid Manager	47
12	1041 Probation Counselor I	42
13	1042 Probation Counselor II	48
14	1043 Probation Counselor III	54
15	1045 Probation Program Supervisor	60
16	1051 Involuntary Commitment Specialist	53
17	1053 Involuntary Commitment Coordinator	60
18	11XX HEALTH SERVICES	
19	1101 Medical Investigator	NR
20	1103 Chief Investigator	54
21	1107 Technical Support Supervisor - MEO	50
22	1108 Autopsy Assistant	NR
23	1109 Pathology Assistant	NR
24	1148 Emergency Medical Services Training Coordinator	44
25	1150 Emergency Medical Services Coordinator	44
26	12XX RECREATIONAL SERVICES	
27	1201 Pool Operator	NR
28	1202 Aquatics Manager	56
29	1203 Pool Operations Supervisor	48
30	1204 Aquatics Supervisor	50
31	1205 Pool Manager	42
32	1209 Recreation Leader	30
33	1211 Recreation Specialist I	37

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1	1212	Recreation Specialist II	42
2	1213	Recreator	42
3	1217	Assistant Recreation Supervisor	46
4	1218	Recreation Programs Administrator	52
5	13XX	EDUCATIONAL SERVICES	
6	1301	Vocational Instructor	NR
7	14XX	CORRECTIONS SERVICES	
8	1401	Security Aide	NR
9	1404	Corrections Officer	NR
10	1407	Corrections Officer Supervisor	NR
11	1410	Assistant Jail Commander	60
12	1415	Social Worker	47
13	1418	Jail Social Services Supervisor	53
14	1420	Pre-Trial Screener	38
15	1428	Work Release Field Agent	NR
16	1430	Work Release Intake Counselor	NR
17	1432	Work Release Supervisor	60
18	1445	Correction Division Personnel Officer	47
19	2XXX	ENGINEERING, PLANNING AND INSPECTIONS	
20	20XX	ENGINEERING AND RELATED	
21	2001	Engineering Technician I	NR
22	2002	Engineering Technician II	NR
23	2003	Engineering Technician III	43*
24	2011	Drafting Technician I	34*
25	2012	Drafting Technician II	38
26	2013	Drafting Technician III	42
27	2014	Cadastral Drafting Technician	NR
28	2031	Civil Engineer I	NR
29	2032	Civil Engineer II	NR
30	2033	Civil Engineer III	NR
31	2034	Civil Engineer IV	66
32	2035	Civil Engineer V	69
33	2047	Land Surveyor I	NR

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1	2048	Land Surveyor II	NR
2	2049	Land Surveyor III	66
3	2050	Environmental Analyst	50
4	2055	Environmental Engineer	NR
5	2061	Cartographer	45*
6	2066	Contract Officer I	47
7	2067	Contract Officer II	52
8	2068	Contract Officer III	57
9	2071	Architect I	47
10	2072	Architect II	52
11	2073	Architect III	57
12	2074	Contract Officer Harborview Medical Center	61
13	2075	Project Coordinator Architecture	65
14	2081	Plans Examiner I	NR
15	2082	Plans Examiner II	NR
16	2083	Plans Examiner III	64
17	2091	Landscape Architect I	47
18	2092	Landscape Architect II	52*
19	2093	Landscape Architect III	57
20	21XX	PLANNING	
21	2101	Economic Development Specialist	50
22	2105	Planning Assistant	42
23	2107	Planning Support Technician I	39
24	2108	Planning Support Technician II	45
25	2109	Planning Support Technician III	50
26	2110	Planning Researcher	47
27	2111	Planner I	47
28	2112	Planner II	52
29	2113	Planner III	57
30	2114	Planner IV	61
31	2115	Housing & Community Development Manager	65
32	2116	ATV Planner	47
33	2117	Outdoor Recreation Planner	47

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1	2121	Zoning Technician	NR
2	2130	Transportation Planning Assistant	45
3	2131	Transportation Planner I	49
4	2132	Transportation Planner II	53
5	2133	Transportation Planner III	57
6	2135	Chief Transportation Planner	61
7	2141	Earth Scientist	57
8	22XX	INSPECTIONS	
9	2201	General Inspector I	NR
10	2202	General Inspector II	NR
11	2203	General Inspector III	52
12	2205	Building Inspection Supervisor	60
13	2208	Permit Service Center Supervisor	60
14	2209	Code Enforcement Officer	56
15	2210	Building Permit Technician	NR
16	2211	Addressing Technician	NR
17	2221	Fire Prevention Inspector I	48
18	2222	Fire Marshal	60
19	2225	Structural Engineer	NR
20	2231	License Inspector I	NR
21	2232	License Inspector II	NR
22	2241	Solid Waste Inspector	35
23	2250	Animal Control Officer	NR
24	2255	Animal Control Chief	57
25	3XXX	PUBLIC SAFETY AND RELATED	
26	30XX	LAW ENFORCEMENT	
27	31XX	EMERGENCY SERVICES	
28	3103	Emergency Services Coordinator	NR
29	4XXX	GRANT FUNDED POSITIONS	
30	4004	Office Aide	15
31	4005	Office Assistant I	17
32	4006	Office Assistant II	21
33	4007	Office Assistant III	24

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1	4012 Office Technician I	27
2	4013 Office Technician II	30
3	4014 Office Technician III	35
4	4016 Secretary I	24
5	4017 Secretary II	30
6	4025 Confidential Secretary I	35
7	4031 Court Clerk I	26
8	4035 Inventory Control Clerk	27
9	4041 Statistical Assistant	27
10	4050 Computer Program Librarian	34
11	4051 Operations Coordinator I	22
12	4053 Data Entry Operator II	24
13	4071 Receptionist	22
14	41XX	
15	4101 Administrator-ATF	63
16	4102 Administrative Support Supervisor	50
17	4103 Extended Care Administrator	57
18	4105 Admitting Clerk	25
19	4110 Nursing Assistant	17
20	4114 Licensed Practical Nurse	27
21	4116 Registered Nurse	44
22	4117 Nurse Practitioner	46
23	4118 Supervising Registered Nurse	50
24	4124 Alcohol Worker I	35
25	4125 Alcohol Worker II	42
26	4126 Alcohol Program Supervisor I	44
27	4127 Alcohol Program Supervisor II	50
28	4130 Alcohol Program Driver	25
29	4134 Food Handler	17
30	4151 Administrator - Staff Services	57
31	4153 Alcohol Division Planner-Evaluator	55
32	4156 Recreation Specialist II	NR
33	4162 Alcoholism Training Coordinator	50

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1	4164	Industrial Alcoholism Coordinator I	50
2	4175	Vocational Instructor	NR
3	4176	Alcohol Counselor	NR
4	4177	Alcohol Counselor Lead	NR
5	4180	Alcohol Maintenance Leader	NR
6	4181	Alcohol Group Leader	NR
7	4183	Cook-Baker	NR
8	4184	Mess Steward	NR
9	4185	Alcohol Youth Aide	01
10	4186	Alcohol Community Aide	27
11	4187	Alcohol Resource Aide	27
12	42XX		
13	4203	Drafting Technician I	34
14	4204	Drafting Technician II	38
15	4205	Youth Service Bureau Coordinator	51
16	4206	Jobline Coordinator	43
17	4207	Youth Program Area Coordinator	45
18	4208	Youth Program Section Planner	45
19	4209	Youth Program Specialist	35
20	4210	Youth Training Aide	30
21	4211	Manpower Program Section Coordinator	47
22	4212	Youth Counselor-Caseworker	43
23	4217	Youth Program Coordinator II	54
24	4218	EMS Evaluation Project Research Assistant II	46
25	4219	Emergency Medical Service Program Analyst II	47
26	4221	Fire Prevention Inspector	48
27	4222	Program Assistant Coop. Extension	28
28	4225	Jail Social Service Professional	47
29	4248	EEO Technician	35
30	4258	Jail Counselor Manager	42
31	4260	Health Screener	35
32	4270	Social Worker	47
33	4281	Plans Examiner I	NR



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1	43XX	
2	4302 Account Clerk II	24
3	4303 Cashier I	28
4	4305 Planning Assistant	42
5	4308 Weatherization Specialist	37
6	4311 Planner I	47
7	4312 Planner II	52
8	4313 Planner III	57
9	4314 Technical Assistant Trainee	37
10	4315 Technical Assistant Coordinator	54
11	4317 Technical Assistance Specialist	48
12	4318 Loan Officer	50
13	4319 Coordinator Housing Rehabilitation	57
14	4320 Housing Specialist	49
15	4321 Graphic Arts Designer	43
16	4325 Cartographer	NR
17	4331 Civil Engineer I	NR
18	4342 Accountant II	49
19	4349 Zoning Technician	NR
20	4350 Environmental Analyst	50
21	4351 Budget Analyst I	47
22	4352 Budget Analyst II	52
23	44XX	
24	4451 Communication Specialist	NR
25	4456 Technical Service Assistant I	NR
26	4457 Technical Service Assistant II	NR
27	4458 Technical Service Specialist I	NR
28	4460 Evidence and Supply Clerk	NR
29	4461 Corrections Officer	NR
30	4463 Security Aide	NR
31	45XX	
32	4502 Stadium Utility Worker	NR
33	4503 Program Coordinator	53

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1	4511	Animal Control Officer	NR
2	4512	Custodian	NR
3	4515	Assistant Solid Waste Inspector	28
4	4516	Solid Waste Inspector	35
5	4531	Park Manager I	NR
6	4538	Stores Clerk	NR
7	4540	Duplicating Equipment Operator	NR
8	46XX		
9	4601	Administrative Aide	33
10	4605	Administrative Assistant I	42
11	4606	Administrative Assistant II	50
12	4607	Administrative Assistant III	57
13	4612	Intergovernmental Specialist	50
14	4616	Administrative Services Officer I	49
15	4617	Administrative Services Officer II	55
16	4619	Fiscal Management Officer	54
17	4620	Contract Compliance Officer-PEP	50
18	4621	Employment Program Specialist I	42
19	4622	Employment Program Specialist II	50
20	4623	Employment Program Services Supervisor	55
21	4626	Employment Program Analyst	52
22	4627	Employment Program Planner	47
23	4628	Contract Compliance Assistant-PEP	42
24	5XXX	CUSTODIAL, SECURITY AND PARKING	
25	50XX	CUSTODIAL	
26	5002	Custodian	NR
27	5005	Custodial Supervisor	34*
28	5011	Emergency Aide	NR
29	5021	Window Washer	NR
30	5031	Building Services Supervisor	47
31	51XX	SECURITY	
32	5101	Security/Information Officer	NR
33	5111	Airport Security Officer I	NR

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1	5112	Airport Security Officer II	NR
2	5115	Airport Security Chief	50
3	5121	Bridge Tender	NR
4	5129	Park Manager I	NR
5	5130	Park Manager II	NR
6	5131	Park Manager III	NR
7	5132	Park Manager IV	NR
8	5135	Park Utilityworker I	NR
9	5136	Park Utilityworker II	NR
10	5144	Stadium Security Guard	NR
11	5146	Stadium Security Chief	NR
12	52XX		
13	5211	Aircraft Parking Attendant	NR
14	5213	Aircraft Parking Supervisor	NR
15	5221	Vehicle Dispatcher	NR
16	53XX	FOOD SERVICES	
17	5311	Cook-Baker	NR
18	5317	Mess Steward	NR
19	6XXX	MAINTENANCE, TRADES AND RELATED	
20	60XX	GENERAL MAINTENANCE AND SUPERVISION	
21	6001	Utilityworker	NR
22	6005	Utility Leadworker	NR
23	6007	Airport Maintenance Worker	NR
24	6011	Site Attendant	NR
25	6021	Automotive Service Attendant	NR
26	6031	Sign & Marking Installer	NR
27	6041	Truck Driver I	NR
28	6042	Truck Driver II	NR
29	6043	Truck Driver III	NR
30	6046	Equipment Operator I	NR
31	6047	Equipment Operator II	NR
32	6050	Facilities Superintendent	55
33	6052	Motor Pool Supervisor	50

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1	6053	Assistant Equipment Supervisor	***
2	6055	Equipment Supervisor	***
3	6058	Hydraulics Division Supervisor	***
4	6063	Sign & Marking Supervisor	***
5	6064	Park Landscape Supervisor	NR
6	6065	Park Maintenance Supervisor	56
7	6066	Equipment Coordinator	NR
8	6072	Airport Maintenance Superintendent	***
9	6075	Solid Waste Supervisor	***
10	6076	Solid Waste Operations Supervisor	***
11	6085	Construction Supervisor I	***
12	6086	Construction Supervisor II	***
13	6088	Assistant Special Services Superintendent	***
14	6089	Special Services Superintendent	***
15	6095	Assistant Public Works Division Supervisor	***
16	6096	Public Works Division Supervisor	***
17	6098	Assistant Road Maintenance Superintendent	***
18	6099	Road Maintenance Superintendent	***
19	61XX	GENERAL TRADE AND SUPERVISION	
20	6100	Apprentice Carpenter	NR
21	6101	Carpenter I	NR
22	6103	Carpenter II	NR
23	6107	Painter I	NR
24	6109	Painter II	NR
25	6111	Sign Painter	NR
26	6112	Striping & Marking Painter	NR
27	6113	Plant Operator	NR
28	6117	Plumber I	NR
29	6119	Plumber II	NR
30	6121	Electrician I	NR
31	6123	Electrician II	NR
32	6125	Welder	NR
33	6127	Machinist	NR

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1	6131	Apprentice Automotive Machinist	NR
2	6133	Automotive Machinist I	NR
3	6135	Automotive Machinist II	NR
4	6137	Automotive Body Repair Specialist	NR
5	6141	Traffic Signal Technician	NR
6	6143	Traffic Signal Supervisor	NR
7	6145	Radio Repair Technician	NR
8	6147	Electronics Technician	NR
9	6148	Media Technician	27
10	6149	Electronics Technician Lead	NR
11	6151	Steamfitter	NR
12	6153	Stationary Engineer	NR
13	6155	Building Maintenance Engineer	49
14	6157	Chief Engineer	NR
15	6165	Traffic Operations Supervisor	***
16	6166	Stadium Utilityworker	NR
17	6168	Stadium Carpenter	NR
18	6169	Stadium Electrician	NR
19	6170	Stadium Plumber	NR
20	6171	Stadium Painter	NR
21	6172	Stadium Equipment Operator	NR
22	6173	Stadium Head Groundskeeper	NR
23	6180	Water & Sewer System Operator	38
24	62XX	GENERAL REPRODUCTION	
25	6203	Blueprint Machine Operator	NR
26	6205	Microfilm Operator	21*
27	6210	Junior Offset Press Operator	NR
28	6211	Duplicating Equipment Operator	NR
29	6212	Offset Press Operator	NR
30	6235	Photographer	NR
31	6236	Graphic Arts Designer	43
32	NR	Negotiated Rate	
33	*	Wage rates of members of collective bargaining units	

1 set by negotiated contract.

2 \*\* Rates contained in Section 6

3 \*\*\* Department of Public Works

4 The Public Works classifications listed below shall have their

5 salaries increased on January 1, 1979, as follows:

		<u>Percent above Equipment Operator II</u>	
		<u>Beginning</u>	<u>After Six Months</u>
6	<u>Assistant Supervisor</u>	5	10
7	6053, 6072, 6085, 6095		

		<u>Percent above Assistant Supervisor</u>	
	<u>Supervisor</u>	5	10
8	6058, 6063, 6075, 6086, 6096		

		<u>Percent above Supervisor</u>	
	<u>Assistant Superintendent</u>	5	10
9	6055, 6076, 6088, 6098, 6165		

		<u>Percent above Assistant Superintendent</u>	
	<u>Superintendent</u>	5	10
10	6099		

11 SECTION 6. The salary for Department of Public Safety classes set  
12 forth below is hereby approved and adopted:

13	7402 Captain	2501.31/month plus longevity			
14	7401 Major	2883.40/month plus longevity			
15	3041 Chief-Bureau-Police Operations	3315.91/month plus longevity			
16	3043 Chief-Bureau-Staff Services	3315.91/month plus longevity			

17 Non-Commissioned Personnel:

18	7400 Administrative Assistant - Public Safety					
19		2275.21	2391.62	2507.61	2632.39	
20	7427 Administrative Secretary					
21		1093.35	1155.30	1205.15	1265.33	1328.54 1394.93
22	7430 Records Manager					
23		1871.26	1964.83	2063.09	2166.04	
24	7439 Administrative Services Officer II					
25		1869.70	1961.72	2058.82	2161.37	

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1	7443	Juvenile Services Unit Counselor				
2			1234.80	1296.28	1360.94	1429,84
3	7445	Juvenile Services Unit Supervisor				
4			1577.18	1655.62	1738.30	1781.76
5	7495	Planner Analyst				
6			1465.48	1540.38	1615.27	1695.92 1782.34
7	7496	Public Information Officer				
8			1465.65	1538.25	1614.48	1694.44 1778.47
9	7499	Administrator, Personnel and Training				
10			2061.59	2163.91	2271.00	2384.52

11        SECTION 7. The 1979 rate of compensation for nonelected employees of the  
12 King County District Courts, Superior Court, Office of the Prosecutor, King  
13 County Council, except Superior Court Commissioners, District Court  
14 Commissioners, the Superior Court Administrator, and District Court  
15 Administrator shall be increased on January 1, 1979, by six percent plus  
16 thirteen dollars and sixty-eight cents (\$13.68) per month.

17        SECTION 8. Employees of the Executive Branch and the Department of  
18 Assessments not included in collective bargaining units, including elected  
19 officials, shall have their salaries increased on January 1, 1979, by six  
20 percent plus thirteen dollars and sixty-eight cents (\$13.68) per month.

21        Employees whose salary has been designated a Y-Rate after November 20,  
22 1975, shall not be eligible for an increase unless their salary falls below  
23 the 1979 maximum (Step 10) of the pay range assigned to their position  
24 classification. Salary increases shall not be awarded that will provide a  
25 salary level in excess of Step Ten of the assigned pay range for 1979, except  
26 as may be provided by collective bargaining agreement.

27        SECTION 9. The provisions of this section shall be applicable to all  
28 positions in the Executive Branch and the Department of Assessments allocated  
29 to a classification assigned a pay range in Sections 4, 5, and 10 of this  
30 ordinance.

31        A. The Schedule of Pay Ranges shall consist of ninety-nine pay ranges,  
32 each containing ten steps as approved in Section 2 of this ordinance.

33        B. Employees may receive within-range increases from one step to the

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1 next higher step, upon satisfactory completion of the probationary period and  
2 annually thereafter as provided below:

3 (1) Upon completion of the probationary period, an employee's salary  
4 shall be advanced to Step 2, if the rate currently paid is Step 1. If the  
5 employee's initial salary is at Step 2, or higher, it may be advanced to the  
6 next higher step, upon completion of six months satisfactory performance. A  
7 probationary increase beyond Step 2 is permissive and may be given at the  
8 discretion of the appointing authority. Such increases must be supported by  
9 performance appraisal. Increases exceeding Step 5 must be approved by the  
10 Personnel Manager.

11 (2) Annual Step Incentive Increases may be given in the fourth quarter  
12 of each year and must be supported by performance appraisal.

13 (3) Employees are eligible for a step increase on the basis of  
14 performance and current step position as authorized in the attached step  
15 increase guide.

16 (3a) In recognition of above standard or exceptional performance, the  
17 appointing authority may grant an annual increase exceeding a single step.

18 (3b) Increases beyond Step 5 must be based upon above standard  
19 performance and must be supported by performance appraisal.

20 (3c) Increases beyond Step 8 must be based upon outstanding performance  
21 and must be supported by performance appraisal. Any collective bargaining  
22 unit may negotiate, as a provision of the collective bargaining agreement, an  
23 incentive pay plan granting pay increases above the negotiated pay rate.

24 (3d) Employees receiving incentive increases whose current salary does  
25 not coincide with a step on the pay plan shall be advanced to a step on the  
26 pay plan which shall be the next higher step after such incentive increase.

27 C. An appointing authority may grant to an employee, an increase to a  
28 salary above the top step of the range if the following conditions are met:

29 (1) The employee is not a department director.

30 (2) The employee must have been at the top step of the range for at  
31 least two consecutive years.

32 (3) The employee must have demonstrated continuous outstanding  
33 performance, which must be supported by performance appraisal.



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possesses a Psychologist license, shall be paid an additional twenty-five dollars per month. Any such payment shall not exceed twenty-five dollars per month.

SECTION 13. The administration of the pay provisions set forth herein will be the responsibility of the County Executive.

SECTION 14. Pay range assignments shall be subject to confirmation by ordinance by the King County Council at least annually.

SECTION 15. The King County Council may abolish, amend or create classifications and assign pay ranges to said classifications for legislative branch employees, provided however, that any resultant salary adjustments shall be contingent upon sufficient funds within the legislative branch budget.

SECTION 16. The elected office of the Prosecutor shall be compensated at the rate of \$49,507 effective January 1, 1979.

SECTION 17. As provided for in general law and Section 960 of the Charter, elected officials of the Council shall be compensated at the rate of \$29,500 plus six percent effective January 9, 1978, and increased at the rate of 6 percent effective January 1, of each of the three ensuing years.

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1 (4) Written justification must be submitted to the Personnel Manager for  
2 approval.

3 (5) Merit increases above the top step may not exceed five percent,  
4 PROVIDED that, in no case shall the resultant annualized salary of an employee  
5 exceed ninety-five percent of his immediate supervisor's annualized salary.

6 (6) Merit increases above the top step will be in effect for twelve  
7 months only. Such increases must be justified each year by meeting the  
8 above specified conditions.

9 D. Department directors shall not be prohibited from incentive (merit)  
10 pay increases, but shall not be included in this ordinance.

11 E. All within-range increases are subject to the availability of funds.  
12 Within-range increases are not automatic but shall be given only upon the  
13 affirmative action of the appointing authority.

14 SECTION 10. The Personnel Manager shall have the responsibility and  
15 authority to reclassify any position to an existing or new classification,  
16 provided that any salary adjustments resulting from said reclassification  
17 shall not become effective until such time as the Division of Program Budgets  
18 certifies that sufficient funds are available, within the then existing  
19 appropriation of the department within which the position is being  
20 reclassified.

21 SECTION 11. The Personnel Manager may abolish, amend or create new  
22 classifications provided the assignment or reassignment of pay ranges to said  
23 classifications shall be subject to the provisions of Section 10 herein.  
24 Provided further, any pay range adjustments for positions exceeding range  
25 sixty and up or movements of five or more pay ranges for any existing  
26 classification, shall be confirmed by the Operations, Police and Judiciary  
27 Committee prior to implementation.

28 SECTION 12. An employee who has a valid Washington State Professional  
29 Civil Engineering license, a registered Architect's license or a professional  
30 designation of MAI, RM, SSA, CPM or SR/WA, shall be paid an additional  
31 twenty-five dollars per month if such degree or professional license is a  
32 requirement of his job assignment. Further, any employee who, as a  
33 requirement of his job assignment, is a Certified Public Accountant or

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1  
2 SECTION 18. Should any section, subsection, paragraph, sentence, clause  
3 or phrase of this ordinance be declared unconstitutional or invalid for any  
4 reason, such decision shall not affect the validity of the remaining portions  
5 of this ordinance.

6 INTRODUCED AND READ for the first time this 8th day of  
7 January, 19 79.

8 PASSED this 20th day of February, 19 79.

9  
10 KING COUNTY COUNCIL  
11 KING COUNTY, WASHINGTON

12 Paul Chow  
13 Chairman

14 ATTEST:

15 Janet M. Quinn  
16 Deputy Clerk of the Council

17 ~~APPROVED~~ this 2d day of March, 19 79.

18 **VETOED**

19 [Signature]  
20 King County Executive



**John D. Spellman**

*County Executive*

King County Courthouse  
Seattle, Washington 98104  
(206) 344-4040

March 2, 1979

The Honorable Ruby Chow  
Chairman, King County Council  
B U I L D I N G

Dear Councilwoman Chow:

Attached please find Ordinance No. 4091 which I have vetoed. Several members of the Council have asked that this action be taken so that drafting errors might be corrected.

Sincerely,

A handwritten signature in black ink, appearing to read "John D. Spellman".

John D. Spellman  
County Executive

JDS:ce  
Attachment  
cc:John Hammond  
Jerry Peterson  
Council Members

79 MAR 2 P 3 : 48

RECEIVED  
CLERK  
KING COUNTY COUNCIL