

June 4, 1991  
RNLPNPAY.ORD (NM:clt)

Introduced by: Ron Sims

Proposed No.: 91 - 386

ORDINANCE NO. **9997**

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AN ORDINANCE establishing the base pay rate and premium rates for Registered Nurses, Licensed Practical Nurses, Senior Physician, and Nurse Supervisor, and the base pay rate for per diem nurses employed at the King County Detoxification Facility, and establishing the effective date for pay increases.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 8762 is hereby amended by adding a new section to read as follows:

Registered/Licensed Practical Nurses - Detoxification Facility.

- 4114 Licensed Practical Nurse \*
- 4116 Registered Nurse \*
- 4118 Supervising Registered Nurse \*
- 4119 Senior Physician \*
- 0000 Per Diem Nurses \*

\* - Wage rates for Detoxification Facility Nurses are set by special pay tables provided as Attachment to this ordinance.

INTRODUCED AND READ for the first time this 13<sup>th</sup> day of May, 1991.

PASSED this 17<sup>th</sup> day of June, 1991.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Lois North  
Chair

ATTEST:

Gerald G. Peters  
Clerk of the Council

APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_.

DEEMED ENACTED WITHOUT  
COUNTY EXECUTIVE'S SIGNATURE.  
DATED: 6-28-91  
King County Executive

KING COUNTY DETOXIFICATION FACILITY – SPECIAL PAY TABLES – NURSES

4114 Licensed Practical Nurses – Detoxification Facility

9997

Base Rates:

<u>Step</u>	<u>Months of Service</u>	<u>Rate (Retro to 1-1-91)</u>
1	0-6	11.20
2	7-18	11.48
3	19-30	11.77
4	31-42	12.06
5	43-54	12.36
6	55-66	12.67
7	67-78	12.99
8	79-90	13.31
9	91-102	13.65
10	103-114	13.99
11	115+	14.34

4116 Registered Nurse – Detoxification Facility

Base Rates:

<u>Step</u>	<u>Months of Service</u>	<u>Rate (Retro to 1-1-91)</u>
1	0-6	14.71
2	7-18	15.25
3	19-30	15.86
4	31-42	16.47
5	43-54	17.05
6	55-66	17.57
7	67-78	18.17
8	79-90	18.77
9	91-102	19.42
10	103-114	20.10
11	115+	20.81

4118 Nurse Supervisor – Detoxification Facility

Base Rates:

<u>Step</u>	<u>Months of Service</u>	<u>Rate (Retro to 1-1-91)</u>
1	0-6	21.41
2	7-18	22.23
3	19-30	23.09
4	31-42	23.97
5	43-54	24.74
6	55+	25.73

4119 DASAS Senior Physician – Detoxification Facility

Base Rates:

<u>Step</u>	<u>Months of Service</u>	<u>Rate (Retro to 1-1-91)</u>
1	0-6	30.03
2	7-18	31.18
3	19-30	32.38
4	31-42	33.66
5	43+	34.95

Registered Nurses and the Nurse Supervisor shall receive longevity pay at the rate of (2) percent for eight years of service with the Employer; three (3) percent for ten (10) years; four (4) percent for twelve (12) years; five (5) percent for fifteen (15) years; and six (6) percent for twenty (20) years. The longevity percentage shall be applied to the pay step(s) the employee attains during the longevity eligibility period. Longevity percentages shall not be pyramided, one on the other. Length of service for eligibility for longevity premiums shall be based on the total number of calendar months of regular employment status, public health service with the Seattle-King County Health Department whether such service was on a full-time or half-time basis, or some other part-time basis between half time and full time, but shall not apply to per diem or temporary employee service.

Per Diem Nurses

Base Rate - Step 2-4 (depending on qualifications)

Plus - 15% increase in base rate after completion of 1040 hours of continuous employment to cover benefits. Also receive prorated paid holidays, overtime and holiday compensation at time and one-half, weekend premium, charge nurse premium, and shift differentials afforded regular nursing staff.

Premium Pay and Shift Differential Provisions (RN, LPN and Nurse Supervisor)

Weekend Premium: \$4.00/hour

Charge Nurse Premium: \$ .80/hour

Shift Differentials:

Swing 1991 - \$1.50/hour Night 1991 - \$3.00/hour

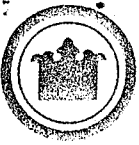
- . Wage premiums, shift differentials, and on-call premiums, will be administered for employees covered by this ordinance in the same manner as is done for jail nursing staff. Future wage adjustments will be made in the same manner as provided for jail nursing staff.
- . Registered Nurse wage rates will be paid to Licensed Practical Nurses who work out of class as charge nurses.
- . Registered Nurses working in the Cedar Hills Treatment Program and the Perenatal Treatment Program will be paid in the same manner as other registered nurses in the Health Department. Licensed Practical Nurses assigned to the jail shall be paid in the same manner as Licensed Practical Nurses assigned to the Detoxification facility.
- . This agreement will be implemented for existing staff at the pay steps indicated for the existing Detox staff listed below:

Jaye Wilson	Step 4, RN Range
Vilma Casanova	Step 11, RN Range
Aida Firstenberg	Step 11, RN Range
Mary Fatica	Step 11, RN Range
Ardel Jean Petty	Step 11, LPN Range
Helen Johnson	Step 11, LPN Range

D. Krasucki Step 6, Public Health Services Supervisor Range

- . The Director of the Office of Human Resource Management shall report to the Operations and Administrative Services Committee regarding the final resolution of the pay step problem which has existed for Registered Nurses and Licensed Practical Nurses in the Detoxification Unit since 1988.
- . The Director of the Office of Human Resource Management shall report to the Operations and Administrative Services Committee by September 1, 1991 regarding the final resolution of salary compression problems between Public Health Administrators and Public Health Services Supervisors.

RN-06/19.LB



**King County Executive  
TIM HILL**

400 King County Courthouse  
516 Third Avenue  
Seattle, Washington 98104  
(206) 296-4040

June 28, 1991

The Honorable Lois North, Chair  
King County Council  
Room 402  
C O U R T H O U S E

RE: Ordinance 9997 - Medical Staff Salaries, Detoxification Center

Dear Councilmember North:

I am returning Ordinance 9997, which addresses salaries of various medical staff at the County's Detoxification Center, without my signature. The reason for returning the ordinance without my signature is the provision, "Registered Nurse wage rates will be paid to Licensed Practical Nurses who work out of class as charge nurses," under the section "Premium Pay and Shift Differential Provisions (RN, LPN and Nurse Supervisor." While I support the intent of the ordinance, this provision, as currently written, may violate state law. It may not be legally possible for Licensed Practical Nurses to work out of class as Registered Nurses. The Registered Nurse Classification requires a license which Licensed Practical Nurses do not have, and practically they may not be able to assume all the responsibilities of a Charge Registered Nurse. I have instructed Jim Yearby, Director, Office of Human Resource Management, to consult with the Health Department and the Prosecuting Attorney to determine whether a change in the ordinance is necessary.

The ordinance was originally proposed by the Executive Branch to implement changes to base pay and premium rates for classifications in the County's Detoxification Center. These changes were to ensure salary parity with similar union represented classifications in other Health Department operations. Prior to final adoption, the provision, "Registered Nurse wage rates will be paid to Licensed Practical Nurses who work out of class as charge nurses" was included. Concerns regarding this provision were expressed to Council Staff and alternatives were discussed. The Operations and Administration Services Committee chose, however, to retain the provision when the Committee's recommendation was presented for final adoption.

The Office of Human Resource Management will be working with the Health Department to identify appropriate alternatives to the current provision. Our goal will be to ensure that the Department is able to staff the charge nurse function while providing adequate compensation to those who assume it within legal constraints. We will be presenting an amendment to the Council for their review in the near future, if necessary.

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JUL 1 1991 10 03 AM '91  
KING COUNTY COURTHOUSE

The Honorable Lois North  
June 28, 1991  
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Jim Yearby, Director of the Office of Human Resource Management, will be available to discuss this matter in more detail at the Council's convenience. He can be reached at 6-1737.

Sincerely,



Tim Hill  
King County Executive

TH:JKY:fbf  
km1:c16-28-1

cc: Jim Yearby, Director, Office of Human Resource Management  
Bruce Miyahara, Acting Director, Department of Public Health  
ATTN: Steve Freng, Acting Manager, Alcoholism & Substance Abuse  
Services  
Marcia N. Wood, Administrator, Detoxification Facility