



## King County

**Dow Constantine**

King County Executive

401 Fifth Avenue, Suite 800

Seattle, WA 98104-1818

**206-263-9600** Fax 206-296-0194

TTY Relay: 711

[www.kingcounty.gov](http://www.kingcounty.gov)

March 6, 2024

The Honorable Pete von Reichbauer  
 Chair, Government Accountability and Oversight Committee  
 Room 1200  
 C O U R T H O U S E

Dear Councilmember von Reichbauer:

Pursuant to King County Code (KCC) 3.15.040, this letter submits a recommendation to create new career service-exempt classifications and adjust the pay range of existing career service classifications. KCC 3.15.040 states that a request for the creation of any classification applicable to regular exempt positions, as defined in KCC 3.12.010, or any pay range adjustments for classifications exceeding Rage 54 “shall be filed with the clerk for distribution to the chair of the labor, operations, and technology committee, or its successor committee, and confirmed by the committee before implementation.”

King County’s Department of Human Resources conducted an internal and external compensation analysis of career service-exempt and career service classifications within the King County Information Technology Department, the Department of Public Health, and the Department of Natural Resources and Parks.

The analysis used several factors to establish and determine pay equity, including a review of the current pay ranges with other leadership classifications throughout the County, consideration of whether the salary differential between successive job classifications is equitable, and examination of salaries within comparable agencies of geographic proximity and size for similar classifications. The analysis identified the need to increase the pay ranges of the following classifications and to establish new classifications and associated pay ranges as follows:

<b>Job Classification</b>	<b>Current Pay Range</b>	<b>Proposed Pay Range</b>
Division Director, Technology Support Services	-	87
Deputy Division Director, Technology Support Services	-	82
Chief Information Security Officer	90	92
Assistant Chief Information Security Officer	-	87
Division Director, Office of the Chief Information Officer (OCIO) Operations	-	87

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<b>Job Classification</b>	<b>Current Pay Range</b>	<b>Proposed Pay Range</b>
Deputy Division Director, OCIO Operations	-	82
Division Director, Data Intelligence	-	87
Deputy Division Director, Data Intelligence	-	82
Division Director, Health Sciences	-	87
Deputy Division Director, Health Sciences	-	82
Jail Health Psychiatrist	-	106
Jail Health Managing Psychiatrist	-	108
Chief Officer of Utility, Strategy, and Performance	79	82

Thank you for your consideration of these recommended pay increases and new classifications. If your staff have questions, please contact me at 206-477-3628 or Jason Cossette, Compensation and Classification Services Manager, at 206-477-3157.

Sincerely,



Jay Osborne  
Director, Department of Human Resources

Enclosure

cc: King County Government Accountability and Oversight Committee Council Members  
ATTN: Stephanie Cirkovich, Chief of Staff  
Melani Hay, Clerk of the Council  
Dow Constantine, King County Executive  
Karan Gill, Chief of Staff, Office of the Executive  
Penny Lipsou, Council Relations Director, Office of the Executive  
Dwight Dively, Chief Operating Officer, Office of the Executive  
Whitney Abrams, Chief People Officer, Office of the Executive  
Megan Clark, Chief Information Officer  
Faisal Khan, Director, Department of Public Health  
John Taylor, Director Department of Natural Resources and Parks  
Jay Osborne, Director, Department of Human Resources