



# King County

## Department of Human Resources

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November 21, 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 adjust the pay range of eighteen existing career service and career service-exempt classifications. KCC 3.15.040 states that any pay range adjustments for classifications exceeding Range 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 Sheriff’s Office (KCSO), Department of Executive Services, Department of Local Services (DLS), Department of Human Resources (DHR), the Executive’s Office, the Department of Public Health (DPH), and the Department of Community and Human Services (DCHS).

The analysis used several factors to establish and determine pay equity, including the ratified agreement between the Office of Labor Relations (OLR) and the Puget Sound Police Managers Association, which has created compression between the King County Sheriff’s Office Major and Chief job classifications, 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 an 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:

Job Classification	Current Pay Range	Proposed Pay Range
KCSO Chief	89	91
Undersheriff	93	95
Sheriff	97	99
DLS Department Director	90	93
DLS Deputy Department Director	85	88

The Honorable Pete von Reichbauer

November 21, 2024

Page 2

DHR Department Director	90	93
DHR Deputy Department Director	85	88
OLR Director	90	93
OLR Deputy Director	85	88
DPH Department Director	93	97
DPH Deputy Department Director	88	92
DCHS Department Director	93	97
DCHS Deputy Department Director	88	92
Assistant County Executive Ops II	93	94
Clinic Veterinarian	64	71
Animal Shelter Clinic Manager	68	73
Chief Financial Officer	75	78
Labor Analyst	66	69

Thank you for your consideration of these recommended pay increases. 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  
Shannon Braddock, Deputy Executive, Office of the 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  
Patti Cole-Tindall, Sheriff, King County Sheriff's Office  
Faisal Khan, Director, Department of Public Health  
Kelly Rider, Director, Department of Community and Human Services  
Lorraine Patterson-Harris, Director, Department of Executive Services  
Leon Richardson, Director, Department of Local Services  
Megan Pedersen, Director, Office of Labor Relations  
Jay Osborne, Director, Department of Human Resources (DHR)  
Jason Cossette, Compensation and Classification Services Manager, DHR