KCIT Section	GF Impact	GFOH Agencies Impact	Position	Annual Salaries and Benefits	# of Conversion	Total Annual Salaries and Benefits (Column C*Column D)	Change after conversion?	Budget Notes	Program / Project	Job Description / Justification
KCIT Solutions Engineering/Applications Solutions	$-	$-	Engineer Principal	$210,563	2	$421,126	No	Budgeted TLT position (1064006) and TLT budget (51120) are used to convert	Behavioral Health and Recovery Division (BHRD)	This request involves converting existing Term-Limited Temporary (TLT) positions that currently support the Behavioral Health and Recovery Division (BHRD) product team. These roles are critical to maintaining and enhancing BHRD's IT infrastructure and systems, which process data essential to core business operations. The positions contribute to application development and Electronic Data Interchange (EDI) transformations within the legacy software environment of the Department of Community and Human Services (DCHS) BHRD—an environment burdened by decades of technical debt. Additionally, they support the creation of new system components that deliver expanded functionality aligned with evolving business needs.
KCIT Solutions Engineering/Applications Solutions	$-	$-	IT Engineer Senior	$238,119	2	$476,238	No	Budgeted TLT positions (1063978 and 1064005) are used to convert	Behavioral Health and Recovery Division (BHRD)	EDI processing involves handling files in the industry-standard HIPAA format for eligibility, encounter, and claims transactions. These files are received from KCICN-contracted agencies and transmitted to the Washington State Health Care Authority (HCA) and all five managed care organizations (MCOs).
Network Team	$-	$-	Solution Architect	$257,480	1	$257,480	No	Budgeted TLT IT Production Engineer Senior position (1063972) is used to convert	MTD	This request is to make a temporary position permanent to provide steady technical leadership for MTD's wide range of technology projects. The role helps make sure our technology meets MTD's business needs, works well with other systems, and follows KCIT's standards and security rules. The Solution Architect in this role is responsible for keeping technical plans and documents up to date, clearly defining who owns what parts of the system, and designing solutions that are reliable, easy to maintain, and can grow with future needs.
Network Team	$-	$-	IT Production Engineer Senior	$210,563	1	$210,563	No	Budgeted TLT position (1063987) is used to convert	I-Net	Over the past two years, the I-NET network has expanded significantly—adding 30 new schools, connecting 2 additional cities, and increasing internet capacity at 48 library branches. To help manage this growth, KCIT brought on a temporary team member to provide extra support. This proposal recommends turning that temporary role into a permanent position. Making this role permanent will ensure we have consistent support for day-to-day technical issues, system upgrades, after-hours needs, and future network improvements. It will also help us stay on track with the long-term goals outlined in the I-NET roadmap.
Software Quality Assurance team	Minimum - Primarily Capital projects recovery	Minimum - Primarily Capital projects recovery	Quality Assurance Engineer-Sr	$198,490	2	$396,981	No	Consultant Budget (53106) is used to convert. Previously, due to limited internal resources, SQA engaged external consultants—including LENORA SYSTEMS INC—to deliver quality assurance services for county capital projects and programs. Consultant budget is used to convert these positions.	Various	These positions are responsible for design automated testing frameworks, develop test cases, and write code to enhance software testability. They ensure seamless integration of quality assurance into the software development lifecycle, supporting rapid and reliable software delivery. These positions will be billed to agencies and projects based on the services provided.
Customer Support Services team	The cost associated with county-owned buildings are allocated to FMD. FMD includes this cost as part of their streamline rate	The cost associated with county-owned buildings are allocated to FMD. FMD includes this cost as part of their streamline rate	IT Services Supervisor	$198,490	1	$198,490	No	Budgeted TLT position (1063724) is used to convert	Countywide Audio Visual (AV) Program	This request proposes converting the existing IT Services Supervisor (TLT) supporting the Audio Visual (AV) program into a permanent position, recognizing their ongoing leadership of the AV engineering team, subject matter expertise in AV technologies, and active involvement in daily upgrade and maintenance tasks, including the replacement of aging AV infrastructure.
Customer Support Services team	The cost associated with county-owned buildings are allocated to FMD. FMD includes this cost as part of their streamline rate	The cost associated with county-owned buildings are allocated to FMD. FMD includes this cost as part of their streamline rate	IT Systems Specialist - Journey	$165,465	1	$165,465	No	Budgeted TLT position (1063725) is used to convert	Countywide Audio Visual (AV) Program	This request proposes converting the existing IT System Specialist Journey position supporting the AV program into a permanent role, responsible for AV equipment installations, lifecycle replacements, day-to-day operations, and user training.
Customer Support Services team	$44,569	$4,397	IT Systems Specialist - Senior	$179,686	1	$179,686	No	Existing TLT Budget (51120) is used to convert	Countywide Mobility Management	This request proposes converting the existing IT Systems Specialist position—responsible for telecom management and overseeing mobile device administration across all King County departments—into a permanent role to ensure continued support and operational stability.
Information Technology Service Management team	$80,341	$9,661	IT System Specialist - Master	$165,465	2	$330,930	No	Existing TLT Budget (51120) is used to convert	Countywide ITSM Program	This request seeks to convert current Term-Limited Temporary (TLT) positions into permanent roles that support KCIT's adoption of IT Service Management (ITSM) practices and oversee the execution of key ITSM functions, which encompass a structured set of policies, procedures, and practices designed to effectively design, deliver, manage, and improve IT services for customers.
Network Team	$44,237	$4,774	IT Production Engineer	$184,498	1	$184,498	No	Budgeted TLT position (1063988) is requested to convert into a permanent role	Enterprise Network	This request seeks to convert the existing Term-Limited Temporary (TLT) position into a permanent role to sustain critical operational support mandated by the Ray Baum Act.
Design and Civic Engagement team	Capital Pro	Capital Projects and non-	IT Engineer - Principal	$238,119	1	$238,119	No	TLT budget (51120) is used to convert to a permanent position	Countywide Web Content Management	This request proposes converting two existing Term-Limited Temporary (TLT) positions—one IT Engineer Principal and one Senior User Experience Designer— into permanent roles to support countywide ADA compliance efforts. These positions will ensure that web content and mobile applications meet the new Title II ADA regulations effective April 24, 2026, focusing on agencies with non-compliant applications, including DHR, DNRP, DPH, DLS, and MTD. They will also address technical debt from the Kingcounty.gov launch and support modernization of over 40 legacy applications, along with additional unidentified legacy systems. Funding for these roles is included in the FY2026–2027 Proposed ADA Compliance Capital Project (pending approval) and will be charged to County agencies as services are provided.
Design and Civic Engagement team	Capital Pro	Capital Projects and non-	User Experience Designer	$184,498	1	$184,498	No	TLT budget (51120) is used to convert to a permanent position	Countywide Web Content Management	

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KCIT Solutions Engineering/Applications Solutions	$-	$-	IT Engineer Senior	$211,667	2	$423,333	N/A		Behavioral Health and Recovery Division (BHRD)	Additional TLTs are requested to develop and support the Core Administrative Processing System (CAPS), BHRD's primary IT system, which automates critical functions including program enrollment and eligibility, funding source determination, various payment processes, data integration from King County jail and HCA, population health analysis, service delivery monitoring, agency batch file handling, MCO clinical data exchange, and automated encounter generation.
KCIT Solutions Engineering/Applications Solutions	$-	$-	IT Engineer Senior	$211,667	1	$211,667	N/A		Property Tax Administration System (PTAS) project	An additional TLT is requested for a Finance and Operations application developer role to provide design oversight for the Property Tax Administration System (PTAS).
Software Quality Assurance team	$-	$-	Quality Assurance Engineer-Sr	$199,467	2	$398,933	N/A		Property Tax Administration System (PTAS) project	A new Term-Limited Temporary (TLT) Quality Assurance Lead is requested to support PTAS by executing test strategies, maintaining in-house testing expertise post-release, and ensuring effective regression testing for future patches and bug fixes.
Software Quality Assurance team	$-	$-	Quality Assurance Engineer-Sr	$199,467	1	$199,467	N/A		MTD	A new Term-Limited Temporary (TLT) Quality Assurance Lead is requested to support the MTD Enterprise Architecture Management System (EMAS) post go-live by executing test strategies, retaining critical in-house testing expertise, and ensuring robust regression testing for future patches and bug fixes.
Network team	$-	$-	IT Production Engineer Senior	$210,000	2	$420,000	N/A		MTD	A new temporary position, funded by MTD, will help manage and replace network equipment that supports MTD's specific services—not connected to Enterprise Services. This position will work closely with MTD to plan, budget, order, and coordinate the replacement of this equipment. The role is key to helping MTD stay ahead with proactive planning and regular hardware updates, so services continue running smoothly.
Office of CIO	$-	$-	Project Manager	$271,400	1	$271,400	N/A		DNRP	A new Term-Limited Temporary (TLT) position is proposed to support DNRP initiatives, including the upgrade of the Escrow Automation application, implementation of business-side AI tools, development of Data Lake infrastructure, coordination of Building Information Modeling (BIM), and management of the Electric Vehicle Charger infrastructure application.
Information Technology Service Management team	$40,171	$4,830	IT Systems Specialist - Master	$165,465	1	$165,465	N/A		Countywide ITSM Program	Approving this position gives us a complete, up-to-date list of every piece of software running county services, so when a security incident happens we can find and fix the problem in hours instead of days. It directly reduces outages and ransomware risk, saves money on unused/unsafe software, and keeps essential services—buses, courts, and public health—running safely for residents. A new full-time position is requested for a Software Asset Management Lead/IT Systems Specialist-Master within the Information Technology Service Management (ITSM) team to lead KCIT's adoption of ITSM practices, oversee execution of key ITSM functions, establish a Software Asset Management program in alignment with the Security, Privacy, Risk & Compliance (ISRC) Asset Management Policy, and provide ongoing operations and maintenance support.
IT Security Office	$116,163	$12,535	IT Production Engineer - Principal	$242,239	2	$484,478	N/A	Position State Date: 1/1/2027	Enterprise Security Program	IAM Engineers run the county's digital identity system—ensuring only the right people get the right access to the right systems. By enforcing "never trust by default, always verify" across our technology, they cut breach and ransomware risk, prevent accidental data exposure, and keep essential services running safely.Two new positions are requested for Identity and Access Management (IAM) Engineers to strengthen King County's cybersecurity posture by implementing and maintaining robust authentication, authorization, and access controls; these roles are essential for supporting Zero Trust principles and ensuring secure access to systems and data across the organization.
IT Security Office	$58,081	$6,268	IT Production Engineer - Principal	$242,239	1	$242,239	N/A	Position State Date: 1/1/2027	Enterprise Security Program	A Cloud Engineer is critical for ensuring the safety and security of our infrastructure-- we currently only have one dedicated cloud security architect. A significant portion of King County runs in the cloud—from email and case files to payment systems—this role prevents significant, costly data breaches and outages before they happen. One Cloud Engineer position is requested to support King County's growing cloud adoption, with a focus on designing secure cloud architectures, identifying and mitigating risks such as misconfigurations and unauthorized data access, and ensuring that security practices align with industry standards and King County's cloud policies.
IT Security Office	$116,163	$12,535	IT Production Engineer - Principal	$242,239	2	$484,478	N/A	Position State Date: 1/1/2027	Enterprise Security Program	King County's enterprise firewall is the front door to our infrastrucutre, maintaining the firewall is essential to preventing threat actors from attacking the County. Right now, King County has one firewall engineer and no backup—effectively,a single point of failure. Funding additional engineers eliminates that risk by providing comprehensive coverage and ensuring essential services stay online and protected. Two Firewall Engineer positions are requested to strengthen King County's network security by designing, implementing, and managing firewall rules and configurations that prevent unauthorized access and mitigate potential threats, while ensuring firewall policies adapt to emerging risks and evolving network architectures.
IT Security Office	$116,163	$12,535	IT Production Engineer - Principal	$242,239	2	$484,478	N/A	Position State Date: 1/1/2027	Enterprise Security Program	Two Security Engineer Generalist positions are requested to provide broad cybersecurity expertise across multiple domains—including assisting with preparing for and enabling response to AI security attacks. These positions will support diverse projects and ensure the effective implementation of foundational security practices, with flexibility to address evolving AI security threats.

Team			Position						Service	Description
Modern Workplace team	$45,010	$5,412	IT Production Engineer	$185,400	1	$185,400	N/A		Enterprise Telephony	This request proposes a Term-Limited Temporary (TLT) IT Production Engineer position to support ongoing operations, ensuring the reliability of Microsoft Teams devices and newly added Plain Old Telephone Service (POTS) line management; filling this role will enhance service continuity, enable rapid incident response, strengthen employee safety, and foster a more balanced and motivated team environment.
Data Services team	$62,457	$6,740	IT Manager - Senior	$260,488	1	$260,488	N/A		Enterprise Data Services	The requested position will lead and execute on enterprise data governance efforts with a specialization in metadata management and taxonomy. The position will contribute to critical initiatives to inventory, classify, and label data with a concentration on enabling improved security and privacy controls. In its 2019 data privacy audit, the King County Auditor's Office flagged as a high-risk finding our inability to trace Personally Identifiable Information (PII) across all County systems. KCIT does not currently staff subject matter experts in metadata management and taxonomy and will be unable to make lasting, meaningful progress in addressing this high-risk finding without some qualified, dedicated staff. Safeguarding PII helps to protect the privacy of potentially at-risk populations, contributing to ESJ. Lastly, data labeling is a foundational prerequisite for enabling secure, privacy protecting AI deployment and use.
Application and Platform Support team	$14,707	$2,010	IT Production Engineer - Senior	$210,563	1	$210,563	N/A		Application O&M - Vendor Apps	One IT Engineer Senior position is requested for the Application Operation and Maintenance/Vendor Application team to manage vendor-provided software used by KCIT and partner agencies; this role is essential to maintaining mission-critical, 24/7 applications through timely upgrades, reducing technical debt, and ensuring systems remain on supportable versions.
Enterprise Architecture team	$61,736	$6,662	Solutions Architect	$257,480	1	$257,480	N/A		Enterprise Architecture	This request proposes to add a KCIT Special Duty position into a permanent Cloud Solution Architect role in KCIT, responsible for setting strategic direction, providing technical leadership, integrating emerging technologies, and defining roadmaps for both new deployments and ongoing improvements to KCIT's Cloud Services. The position plays a critical role in advancing King County's cloud strategy, supporting a mature Enterprise Architecture (EA) program, and driving modernization efforts to reduce technology debt and enhance the effectiveness of the county's core infrastructure.
Network team	$45,251	$4,883	IT Systems Specialist - Master	$188,728	1	$188,728	N/A		Enterprise Network	One IT Specialist position is requested to support the expanding Enterprise Network, which continues to grow with new facilities, services, technologies, and increasing agency demands. The KCIT Network team is currently operating beyond full capacity, and this additional resource will help ensure the delivery of high-quality work and responsive service. The position will be responsible for end-to-end management of network infrastructure equipment—including inventory, ordering, receiving, tagging, and documentation—while also supporting vendor renewals and contract oversight within the Network Services group. Adding this role will help reduce technical debt, improve project timelines, and maintain service excellence for King County agencies.
Network team	$50,486	$5,448	IT Production Engineer - Senior	$210,563	1	$210,563	N/A		Enterprise Network	One Senior IT Production Engineer position is requested to support King County's strategic shift toward a wireless-first connectivity model. This role will enhance KCIT Networks' ability to deliver high-quality support, streamline troubleshooting, and improve wireless services, helping users transition away from aging physical infrastructure. The position will be instrumental in driving growth, lifecycle management, and modernization of both public and private wireless networks, ensuring reliable connectivity and reducing long-term costs.
Network team	$61,736	$6,662	Solutions Architect	$257,480	1	$257,480	N/A		Enterprise Network	One Solution Architect position is requested to support fiber design and architecture for KCWAN and INET. Currently, a single architect manages all fiber-related responsibilities, resulting in an unsustainable workload and a growing backlog. This additional position will provide critical depth, reduce reliance on a single resource, and ensure timely delivery of fiber infrastructure projects. Responsibilities include gathering business requirements, collaborating with fiber partners to identify cost-effective paths, designing and overseeing build work, documenting fiber usage, responding to outages, and mentoring engineers in fiber testing. This role is essential to maintaining service continuity and aligning resource capacity with enterprise demands.