



King County

Department of Human Resources

King Street Center
201 South Jackson Street
Suite 801
Seattle, WA 98104
206-477-3404 TTY Relay: 711
www.kingcounty.gov

May 30, 2023

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 an updated recommendation to adjust the pay range of existing classifications. This letter incorporates the recommended adjustment for the Chief Information Security Officer in the King County Information Technology Department (KCIT) into the recommendation sent to the King County Council on May 2, 2023. KCC 3.15.040 states that pay grade adjustments for job classifications exceeding grade 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 (DHR) conducted an internal and external compensation analysis of career service and career service-exempt classifications within the Sheriff’s Office (KCSO), the Department of Community and Human Services (DCHS), the Metro Transit Department (MTD), King County Elections (KCE), the Department of Adult and Juvenile Services (DAJD), the Department of Natural Resources and Parks (DNRP), the Department of Public Health (DPH), the Department of Executive Services (DES), and KCIT.

The analysis used a number of factors to 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 pay ranges of the following classifications, and to establish new classifications and associated pay ranges as follows:

Job Classification	Current Pay Range	Proposed Pay Range
Undersheriff – KCSO	92	93
Deputy Department Director – KCE	84	85
Division Director Behavior Health and Recovery – DCHS	87	88
Deputy Division Director Behavior Health and Recovery – DCHS	82	83
Division Director Transit Safety and Security – MTD	-	87
Deputy Division Director Transit Safety and Security – MTD	-	82
Deputy Division Director Administrative Services – DAJD	70	75
Operations Manager – DNRP	77	80
Chief Investment Officer – DES	74	79
Psychiatric Resident – DPH	-	90
Chief Medical Examiner – DPH	-	108
Associate Medical Examiner – DPH	-	103
Chief Information Security Officer - KCIT	85	90

If your staff have any questions, please contact me at 206-477-3628, or Jason Cossette, Compensation and Classification Services Manager, Department of Human Resources, 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 Pedroza, Clerk of the Council

Dow Constantine, King County Executive

Shannon Braddock, Chief of Staff, Office of the Executive

Karan Gill, Deputy Chief of Staff, Office of the Executive

Mina Hashemi, Council Relations Director, Office of the Executive

Dwight Dively, Director, Office of Performance, Strategy and Budget

Whitney Abrams, Chief People Officer, Office of the Executive

Caroline Whalen, Chief Administrative Officer

Michelle Allison, Director, Metro Transit Department

Allen Nance, Director, Department of Adult and Juvenile Detention

Patricia Cole-Tindall, Sheriff, King County Sheriff's Office

Faisal Khan, Director, Department of Public Health

Christie True, Director, Department of Natural Resources and Parks

Leo Flor, Director, Department of Community and Human Services

Julie Wise, Director, King County Elections

The Honorable Pete von Reichbauer

May 30, 2023

Page 2

Megan Clarke, Chief Information Officer, King County Information Technology
Jason Cossette, Compensation and Classification Services Manager, DHR