



**King County**

**Dow Constantine**

King County Executive

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

November 24, 2021

The Honorable Claudia Balducci  
Chair, King County Council  
Room 1200  
C O U R T H O U S E

Dear Councilmember Balducci:

This letter transmits a proposed Ordinance that, if enacted, will authorize a 4.545 percent general wage increase (GWI) from the 2021 wage schedules, effective January 1, 2022, for regular, short-term temporary, and term-limited temporary employees in non-represented County positions. The proposed Ordinance is submitted pursuant to the provisions of King County Code 3.12.130 and 3.12.140.

The proposed Ordinance approves the enclosed 2022 4.545 GWI King County Hourly Squared Schedule, 2022 4.545 GWI King County Annual/FLSA-Exempt Squared Schedule, 2022 4.545 GWI King County Standardized Hourly Salary Schedule, and 2022 4.545 GWI King County Standardized Annual/FLSA-Exempt Salary Schedule.

Also included in the proposed Ordinance are retention bonuses available in 2022 for eligible non-represented employees. Most non-represented employees who are employed on December 31, 2021, and who remain employed through April 30, 2022, will receive a retention bonus equal to one- and one-half percent of their King County wages shown on their 2021 W-2 forms. Any such employees who remain employed through November 30, 2022, will receive an additional retention bonus based on their 2022 annual base salaries. Employees whose 2022 annual base salaries are less than \$100,000 will receive a bonus of \$4,000. Employees whose 2022 annual base salaries are greater than or equal to \$100,000 and less than or equal to \$125,000 will receive a bonus of \$2,000. Employees whose 2022 annual base salaries are greater than \$125,000 will receive a bonus of \$1,000. This reflects the retention compensation structure that we have tentative agreement on in our master labor agreement with represented employees.

The proposed legislation furthers the King County Strategic Plan goal of efficient, accountable regional and local government.

The Honorable Claudia Balducci

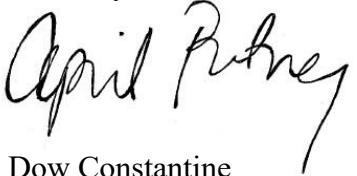
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The cost of implementing the proposed Ordinance is \$26,438,200. The Office of Performance, Strategy and Budget is currently working with the Department of Human Resources on a related appropriations Ordinance to be presented in the first quarter of 2022.

If your staff have any questions, please contact Jason Cossette, Classification and Compensation Administrator, Department of Human Resources, at 206-477-3157.

Sincerely,

 for

Dow Constantine  
King County Executive

Enclosures

cc: King County Councilmembers  
ATTN: Janine Weihe, Acting Chief of Staff  
Melani Pedroza, Clerk of the Council  
Shannon Braddock, Deputy Chief of Staff, Office of the Executive  
Karan Gill, Director, Council Relations, Office of the Executive  
Dwight Dively, Director, Office of Performance, Strategy and Budget  
Whitney Abrams, Chief People Officer, Office of the Executive  
Jay Osborne, Director, Department of Human Resources (DHR)  
Jason Cossette, Classification and Compensation Administrator, DHR