## STAFF REPORT

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| **Agenda Item:** | 20 | **Name:** | Sam Porter |
| **Proposed No**.: | 2018-0482 | **Date:** | October 30, 2018 |

**SUBJECT**

Proposed Ordinance 2018-0482 would adopt the 2019 and 2020 salary schedules that include general wage increases for non-represented King County employees.

**SUMMARY**

Proposed Ordinance 2018-0482 would adopt the 2019 and 2020 King County compensation schedules for regular, short-term temporary, and term-limited temporary employees in non-represented county positions. These compensation schedules reflect a 4% general wage increase from the 2018 schedules for 2019, a 1.5% percent general wage increase from the 2019 schedules from January 1 through June 30, 2020, and an additional 1.5% from July 1 through December 31, 2020. This can be seen in Table 1 below.

**Table 1**

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| --- | --- | --- |
| **January – December 2019** | **January – June 2020** | **July - December 2020** |
| 4.0% | 1.5% | 1.5% |
| From 2018 wages. | From 2019 wages. | |

The proposed adjustments for non-represented employees follows the County’s practice of granting non-represented employees a compensation adjustment equal to that granted to most represented employees, as well as simplifying the payroll process through the use of a unified payroll schedule instead of having different sets of pay tables for represented and non-represented employees. In addition, having the same compensation adjustment for all employees helps maintain current pay differentials between non-represented managers and the represented employees they supervise.

**BACKGROUND**

The King County Code requires the approval of wage and salary schedules annually.[[1]](#footnote-1) The majority of County job classifications are assigned pay ranges on the schedules that would be approved by Proposed Ordinance 2018-0482.

As of October 22, 2018 the Total Compensation Agreement for represented employees has been negotiated, but not yet ratified, by the employees covered by the coalition of unions. According to Executive staff the total compensation ordinance is expected to be transmitted before the end of the year. However, it would be unlikely that the council would have time to consider the agreement this year based on the current meeting schedule.

**ANALYSIS**

Proposed Ordinance 2018-0482 would adopt the salary schedules described below for 2019 and 2020. Squared schedules are based on 2,080 hours annually and Standardized schedules can be used for 35, 36, 37.5, and 40 hour work weeks.

1. ***10-Step Hourly Squared Schedule***(Attachments A, E, I)*:* This schedule applies to employees who are covered by the Fair Labor Standards Act (FLSA). These employees are eligible for overtime pay.
2. ***10-Step Annual/FLSA Exempt Squared Schedule*** (Attachments B, F, J): This schedule applies to employees who are exempt from FLSA (i.e., they are not entitled to overtime pay).
3. ***Standardized Annual/FLSA Exempt Schedule*** (Attachments D, H, L): This schedule applies to salaried employees who are still being paid on the “old” County schedule and are exempt from FLSA.
4. ***Standardized Hourly Schedule*** (Attachments C, G, K): This schedule applies to employees who are still being paid on the “old” County schedule and are covered by the FLSA.

The amounts in each 2019 schedule are 4% higher than in the corresponding schedules for 2018. The proposed adjustments for non-represented employees follow the County’s practice of granting non-represented employees a compensation adjustment equal to that granted to most represented employees. Employee compensation would further be increased by 1.5% on January 1, 2020 and then an additional 1.5% on July 1, 2020.

According to the Executive’s Fiscal Note (Attachment 15), these changes would add approximately $9.7 million to the County’s annual compensation costs in 2019 and approximately $15.4 million in 2020. 51% of those increases would be paid from the General Fund.

**ATTACHMENTS**

1. Proposed Ordinance 2018-0482 with the following attachments:
   1. 2019 King County 10-Step Hourly Squared Schedule (4%)
   2. 2019 King County 10-Step Annual/FLSA Exempt Squared Schedule(4%)
   3. 2019 King County Standardized Hourly Schedule (4%)
   4. 2019 King County Standardized Annual/FLSA Exempt Schedule (4%)
   5. 2020 King County 10-Step Hourly Squared Schedule (1.5%)
   6. 2020 King County 10-Step Annual/FLSA Exempt Squared Schedule (1.5%)
   7. 2020 King County Standardized Hourly Schedule (1.5%)
   8. 2020 King County Standardized Annual/FLSA Exempt Schedule (1.5%)
   9. 2020 King County 10-Step Hourly Squared Schedule (3%)
   10. 2020 King County 10-Step Annual/FLSA Exempt Squared Schedule (3%)
   11. 2020 King County Standardized Hourly Schedule (3%)
   12. 2020 King County Standardized Annual/FLSA Exempt Schedule (3%)
2. Fiscal Note

**INVITED**

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

1. K.C.C. 3.12.130 [↑](#footnote-ref-1)