



King County

Department of Human Resources

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www.kingcounty.gov

June 26, 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 six 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 (DHR) conducted an internal compensation analysis within the Department of Community and Human Services (DCHS) and the Metro Transit Department (Metro).

The analysis reviewed current pay ranges with other leadership classifications throughout the County and considered whether the salary differential between successive job classifications is equitable. The analysis identified the need to increase the pay ranges of the following six classifications:

Job Classification	Current Pay Range	Proposed Pay Range
Metro Deputy Division Director, Bus Operations	81	82
Metro Transit Operations Manager - Assistant	75	78
DCHS Division Director, Adult Service	85	87
DCHS Deputy Division Director, Adult Services	80	82
DCHS Division Director, Child, Youth, and Family	85	87
DCHS Deputy Division Director, Child, Youth, and Family	80	82

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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
Michelle Allison, Director, Metro Transit Department
Kelly Rider, Director Designee, Department of Community and Human Services
Jay Osborne, Director, Department of Human Resources (DHR)
Jason Cossette, Compensation and Classification Services Manager, DHR