



## King County

### Metropolitan King County Council Budget and Fiscal Management Committee

#### STAFF REPORT

---

Agenda Item No.:	Date:	7 Dec 2010
Proposed Ordinance No.: 2010-0598	Prepared by:	Nick Wagner

---

#### SUBJECT

Adoption of the 2011 wage and salary schedules for non-represented employees.

#### SUMMARY

Proposed Ordinance 2010-0598 (pp. 5-6 of these materials) would adopt the 2011 wage and salary schedules for regular and term-limited non-represented employees (pp. 7-29 of these materials). This would enable the Finance and Business Operations Division to issue paychecks in the appropriate amounts beginning January 1, 2011.

The amounts listed in the schedules are the same as for 2010, since they assume no cost of living adjustment (COLA) for 2011. This represents a policy decision that follows the Council's past practice of granting non-represented employees a COLA equal to that granted to most represented employees.<sup>1</sup> According to the Executive, about 90 percent of the county's represented employees have agreed to forgo a COLA for 2011. Hence, the 2011 annual budget, which the Council adopted on 15 November 2010, assumes a zero COLA for 2011 for non-represented employees and for those represented employees who agreed to forgo a COLA for 2011.

Approval of the 2011 wage and salary schedules is a ministerial function, required by the county code (KCC § 3.12.130),<sup>2</sup> that occurs annually and implements the salaries and wages assumed in the annual budget.

---

<sup>1</sup> Adopting different COLA rates for represented and non-represented employees would be inconsistent with the county's practice of maintaining pay equity between represented and non-represented employees and would greatly complicate the payroll process, as additional range and step schedules would need to be developed for each group. Such action would also undermine the Council's policy decision relative to the Duncan and Roberts lawsuits. These lawsuits were settled through negotiated settlements. *Roberts* dealt with different hourly rates for the same or equivalent work. *Duncan* dealt with the classification/compensation study for non-represented employees.

<sup>2</sup> Section 3.12.130 provides: "Salary ordinance. The executive shall prepare and submit a recommended salary ordinance to the council, which shall adopt a salary ordinance. The salary ordinance shall establish a standardized salary schedule for all classifications, excluding classifications for temporary employees other than provisional employees and probationary employees, part-time employees, administrative interns, elected officials and employees of the council. (Ord. 12014 § 16, 1995)."

## BACKGROUND

### Zero COLA for 2011

The county workforce includes employees who are represented by unions (about 80 percent) and non-represented employees (about 20 percent). Non-represented employees number about 1,970 regular employees and about 1,025 temporary and term-limited employees.

The Council approves COLAs for represented employees through adoption of collective bargaining agreements negotiated by the Executive. In negotiating the COLA rates for those agreements, the Executive is guided by the COLA labor policy adopted by the Council. Because of the financial crisis that the county is facing, the Executive asked the county's represented employees to forgo a COLA for 2011, and about 90 percent of them have agreed to do so.

### Wage and Salary Schedules

A majority of county job classifications are assigned pay ranges on the schedules that would be approved by Proposed Ordinance 2010-0598. Some bargaining units—namely, those that are interest-arbitration eligible—have remained on separate, negotiated ranges and are not affected by this ordinance. Overall, slightly more than one third of all full-time county employees are eligible for interest arbitration.

The following four schedules would be adopted by the proposed ordinance:

1. **2011 10-Step Hourly Squared Schedule** (Attachment A to Proposed Ordinance 2010-0598; pp. 7-9 of these materials): This schedule applies to employees who are covered by the federal Fair Labor Standards Act (FLSA). These employees are eligible for overtime pay.
2. **2011 10-Step Annual FLSA Exempt Squared Schedule** (Attachment B; pp. 11-13 of these materials): This schedule applies to employees who are FLSA-exempt (i.e., they are not entitled to overtime pay).
3. **2011 10-Step Standardized Hourly Schedule** (Attachment C; pp. 15-24 of these materials): This schedule applies to employees who are still being paid on the “old” County schedule. These employees are covered by the FLSA. About 670 employees are covered, directly or indirectly, by this schedule or the old standardized FLSA-exempt schedule described below. They work primarily in the Courts and in the Prosecuting Attorney's Office.
4. **2011 10-Step Standardized Annual FLSA Exempt Schedule** (Attachment D; pp. 25-27 of these materials): This schedule applies to salaried employees who are still being paid on the “old” County schedule.

## **ANALYSIS**

The proposed ordinance would authorize no COLA for non-represented county employees for 2011. This is consistent with the Executive's zero-COLA agreements with the vast majority of represented county employees.

The proposed ordinance would approve the attached wage and salary schedules for 2011, which contain amounts identical to those in the schedules for 2010.

Since the amounts in the schedules reflect no change from 2010, the proposed ordinance would have no fiscal impact. See Fiscal Note (pp. 29-30 of these materials).

## **ATTACHMENTS**

**Page**

1. Proposed Ordinance 2010-0598.....	5
2. Attachment A (2011 King County 10-Step Hourly Squared Schedule).....	7
3. Attachment B (2011 King County 10-Step Annual FLSA Exempt Squared Schedule).....	11
4. Attachment C (2011 King County 10-Step Standardized Hourly Schedule).....	15
5. Attachment D (2011 King County 10-Step Standardized Annual FLSA Exempt Schedule).....	25
6. 2010-0598 Fiscal Note .....	29
7. 2010-0598 Transmittal Letter.....	31

[blank page]



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**November 28, 2010**

**Ordinance**

**Proposed No.** 2010-0598.1

**Sponsors** Patterson

1 AN ORDINANCE relating to the 2011 King County 10  
2 Step Hourly Squared Schedule, 2011 King County 10 Step  
3 Annual/FLSA Exempt Squared Schedule, 2011 King  
4 County Standardized Hourly Salary Schedule, and the 2011  
5 King County Standardized Annual/FLSA Exempt Salary  
6 Schedule, and the annual cost-of-living increase for  
7 nonrepresented King County employees as stipulated in  
8 K.C.C. 3.12.130 and 3.12.140.

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. The attached 2011 King County 10 Step Hourly Squared Schedule,  
11 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule, 2011 King County  
12 Standardized Hourly Salary Schedule, and 2011 King County Standardized  
13 Annual/FLSA Exempt Salary Schedule, are approved and adopted.

14 SECTION 2. The salary tables listed in section 1 of this ordinance, reflect a 0.00  
15 percent increase from the 2010 tables, thereby granting no cost-of-living increase for  
16 nonrepresented employees of the King County executive branch, King County council,  
17 prosecuting attorney's office, district courts and superior courts, to be effective January 1,  
18 2011. Any nonrepresented executive branch, county council, prosecuting attorney's  
19 office, district court or superior court employee, not paid from any salary table listed in

20 section 1 of this ordinance, shall have their wages increased by 0.00 percent. These  
21 salary schedules shall not apply to elected officials, superior court commissioners, district  
22 court chief administrative officer or pro tem judges. Represented employees' cost-of-  
23 living increases shall be governed by the employees' respective collective bargaining  
24 agreements.

25

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

---

Robert W. Ferguson, Chair

ATTEST:

---

Anne Noris, Clerk of the Council

APPROVED this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_.

---

Dow Constantine, County Executive

**Attachments:** A. 2011 King County 10 Step Hourly Squared Schedule, B. 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule, C. 2011 King County Standardized Hourly Salary Schedule, D. 2011 King County Standardized Annual /FLSA Exempt Salary Schedule

**2011 KING COUNTY 10 STEP HOURLY SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
H 11	\$9.9131	\$10.3939	\$10.6434	\$10.8988	\$11.1604	\$11.4282	\$11.7025	\$11.9834	\$12.2710	\$12.5655
H 12	\$10.1510	\$10.6433	\$10.8987	\$11.1603	\$11.4281	\$11.7024	\$11.9833	\$12.2709	\$12.5654	\$12.8670
H 13	\$10.3946	\$10.8987	\$11.1603	\$11.4281	\$11.7024	\$11.9833	\$12.2709	\$12.5654	\$12.8670	\$13.1758
H 14	\$10.6441	\$11.1603	\$11.4281	\$11.7024	\$11.9834	\$12.2710	\$12.5655	\$13.1759	\$13.4921	\$13.8159
H 15	\$10.8996	\$11.4282	\$11.7025	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$14.1475
H 16	\$11.1612	\$11.7025	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$14.1475	\$14.4870
H 17	\$11.4291	\$11.9834	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$14.1475	\$14.4870	\$14.8347
H 18	\$11.7034	\$12.2710	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$15.1907
H 19	\$11.9843	\$12.5655	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$15.1907	\$15.5553
H 20	\$12.2719	\$12.8671	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$15.1907	\$15.5553	\$15.9286
H 21	\$12.5664	\$13.1759	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553	\$16.3109
H 22	\$12.8680	\$13.4921	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5553	\$16.3109	\$16.7024
H 23	\$13.1768	\$13.8159	\$14.1475	\$14.4870	\$14.8347	\$15.1907	\$15.5552	\$16.3108	\$16.7023	\$17.1032
H 24	\$13.4930	\$14.1474	\$14.4869	\$14.8346	\$15.1906	\$15.5552	\$16.3108	\$17.1032	\$17.5137	\$17.9340
H 25	\$13.8168	\$14.4869	\$14.8346	\$15.1906	\$15.5552	\$16.3108	\$17.1033	\$17.5138	\$17.9341	\$18.3645
H 26	\$14.1484	\$14.8346	\$15.1906	\$15.5552	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$18.3644	\$18.8051
H 27	\$14.4880	\$15.1907	\$15.5552	\$16.3108	\$16.7023	\$17.1032	\$17.5137	\$18.3645	\$18.8052	\$19.2565
H 28	\$14.8357	\$15.5552	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645	\$19.2565	\$19.7187
H 29	\$15.1918	\$15.9286	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$18.3645	\$18.8052	\$19.2565	\$20.1919
H 30	\$15.5564	\$16.3109	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3645	\$18.8052	\$19.2565	\$20.6764
H 31	\$15.9298	\$16.7024	\$17.1033	\$17.5138	\$17.9341	\$18.3644	\$19.2564	\$19.7186	\$20.1918	\$21.1726
H 32	\$16.3121	\$17.1032	\$17.5137	\$17.9340	\$18.3644	\$18.8051	\$19.2564	\$20.1918	\$20.6764	\$21.6808
H 33	\$16.7036	\$17.5137	\$17.9340	\$18.3644	\$18.8052	\$19.2565	\$20.1919	\$20.6765	\$21.1727	\$22.2011
H 34	\$17.1045	\$17.9341	\$18.3645	\$18.8052	\$19.2565	\$19.7187	\$20.1919	\$21.1727	\$22.2013	\$22.7341
H 35	\$17.5150	\$18.3645	\$18.8052	\$19.2565	\$19.7188	\$20.1921	\$21.1729	\$21.6810	\$22.2013	\$23.2795
H 36	\$17.9354	\$18.8053	\$19.2566	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$22.2011	\$22.7339	\$23.8382
H 37	\$18.3658	\$19.2565	\$19.7187	\$20.1919	\$20.6765	\$21.1727	\$22.2011	\$23.2796	\$23.8383	\$24.4104
H 38	\$18.8066	\$19.7187	\$20.1920	\$20.6766	\$21.1728	\$21.6809	\$22.2012	\$23.2796	\$24.4104	\$25.5962
H 39	\$19.2580	\$20.1920	\$20.6766	\$21.1728	\$21.6809	\$22.2012	\$22.7340	\$23.8383	\$24.4105	\$25.9963
H 40	\$19.7202	\$20.6766	\$21.1728	\$21.6809	\$22.2013	\$22.7341	\$23.2797	\$24.4105	\$25.9963	\$26.2106
H 41	\$20.1935	\$21.1729	\$21.6810	\$22.2013	\$22.7341	\$23.2797	\$23.8384	\$24.9964	\$25.9963	\$26.8398
H 42	\$20.6781	\$21.6810	\$22.2013	\$22.7341	\$23.2797	\$23.8384	\$24.4105	\$25.9964	\$26.2107	
H 43	\$21.1744	\$22.2014	\$22.7342	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.9964		

**2011 KING COUNTY 10 STEP HOURLY SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
H 44	\$21.6826	\$22.7342	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.5964	\$26.2107	\$26.8398	\$27.4840
H 45	\$22.2030	\$23.2798	\$23.8385	\$24.4106	\$24.9965	\$25.5964	\$26.2107	\$26.8398	\$27.4840	\$28.1436
H 46	\$22.7359	\$23.8386	\$24.4107	\$24.9966	\$25.5965	\$26.2108	\$26.8399	\$27.4841	\$28.1437	\$28.8191
H 47	\$23.2816	\$24.4108	\$24.9967	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110
H 48	\$23.8404	\$24.9967	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193
H 49	\$24.4126	\$25.5966	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446
H 50	\$24.9985	\$26.2109	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873
H 51	\$25.5985	\$26.8400	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478
H 52	\$26.2129	\$27.4842	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265
H 53	\$26.8420	\$28.1438	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239
H 54	\$27.4862	\$28.8193	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239	\$34.8405
H 55	\$28.1459	\$29.5110	\$30.2193	\$30.9446	\$31.6873	\$32.4478	\$33.2265	\$34.0239	\$34.8405	\$35.6767
H 56	\$28.8214	\$30.2192	\$30.9445	\$31.6872	\$32.4477	\$33.2264	\$34.0238	\$34.8404	\$35.6766	\$36.5328
H 57	\$29.5131	\$30.9445	\$31.6872	\$32.4477	\$33.2264	\$34.0238	\$34.8404	\$35.6766	\$36.5328	\$37.4096
H 58	\$30.2214	\$31.6871	\$32.4476	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073
H 59	\$30.9467	\$32.4476	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267
H 60	\$31.6894	\$33.2263	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681
H 61	\$32.4499	\$34.0237	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321
H 62	\$33.2287	\$34.8403	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193
H 63	\$34.0262	\$35.6765	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302
H 64	\$34.8428	\$36.5327	\$37.4095	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302	\$44.1653
H 65	\$35.6790	\$37.4094	\$38.3072	\$39.2266	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252
H 66	\$36.5353	\$38.3073	\$39.2267	\$40.1681	\$41.1321	\$42.1193	\$43.1302	\$44.1653	\$45.2253	\$46.3107
H 67	\$37.4121	\$39.2266	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221
H 68	\$38.3100	\$40.1680	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602
H 69	\$39.2294	\$41.1320	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602	\$49.7256
H 70	\$40.1709	\$42.1192	\$43.1301	\$44.1652	\$45.2252	\$46.3106	\$47.4221	\$48.5602	\$49.7256	\$50.9190
H 71	\$41.1350	\$43.1300	\$44.1651	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410
H 72	\$42.1222	\$44.1651	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924
H 73	\$43.1331	\$45.2251	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924	\$54.6738
H 74	\$44.1683	\$46.3105	\$47.4220	\$48.5601	\$49.7255	\$50.9189	\$52.1410	\$53.3924	\$54.6738	\$55.9860
H 75	\$45.2283	\$47.4219	\$48.5600	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296
H 76	\$46.3138	\$48.5600	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055



**2011 KING COUNTY 10 STEP HOURLY SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
H 77	\$47.4253	\$49.7254	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144
H 78	\$48.5635	\$50.9188	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144	\$61.5571
H 79	\$49.7290	\$52.1409	\$53.3923	\$54.6737	\$55.9859	\$57.3296	\$58.7055	\$60.1144	\$61.5571	\$63.0345
H 80	\$50.9225	\$53.3922	\$54.6736	\$55.9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472
H 81	\$52.1446	\$54.6736	\$55.9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963
H 82	\$53.3961	\$55.9858	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963	\$67.6826
H 83	\$54.6776	\$57.3295	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5472	\$66.0963	\$67.6826	\$69.3070
H 84	\$55.9899	\$58.7054	\$60.1143	\$61.5570	\$63.0344	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705
H 85	\$57.3337	\$60.1144	\$61.5571	\$63.0345	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738
H 86	\$58.7097	\$61.5571	\$63.0345	\$64.5473	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180
H 87	\$60.1187	\$63.0345	\$64.5473	\$66.0964	\$67.6826	\$69.3071	\$70.9705	\$72.6738	\$74.4179	\$76.2040
H 88	\$61.5615	\$64.5472	\$66.0963	\$67.6826	\$69.3071	\$70.9705	\$72.6738	\$74.4180	\$76.2040	\$78.0329
H 89	\$63.0390	\$66.0964	\$67.6827	\$69.3071	\$70.9705	\$72.6738	\$74.4180	\$76.2040	\$78.0329	\$79.9057
H 90	\$64.5519	\$67.6827	\$69.3071	\$70.9704	\$72.6737	\$74.4179	\$76.2039	\$78.0328	\$79.9056	\$81.8233
H 91	\$66.1011	\$69.3070	\$70.9703	\$72.6736	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870
H 92	\$67.6875	\$70.9703	\$72.6736	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979
H 93	\$69.3120	\$72.6736	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570
H 94	\$70.9755	\$74.4178	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570	\$89.9656
H 95	\$72.6789	\$76.2038	\$78.0327	\$79.9055	\$81.8232	\$83.7870	\$85.7979	\$87.8570	\$89.9656	\$92.1248
H 96	\$74.4232	\$78.0327	\$79.9055	\$81.8232	\$83.7871	\$85.7980	\$87.8572	\$89.9658	\$92.1250	\$94.3360
H 97	\$76.2094	\$79.9056	\$81.8233	\$83.7871	\$85.7980	\$87.8572	\$89.9658	\$92.1250	\$94.3360	\$96.6001
H 98	\$78.0384	\$81.8233	\$83.7871	\$85.7980	\$87.8570	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9185
H 99	\$79.9113	\$83.7870	\$85.7979	\$87.8570	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923
H 100	\$81.8292	\$85.7979	\$87.8570	\$89.9656	\$92.1248	\$94.3359	\$96.6000	\$98.9184	\$101.2924	\$103.7233
H 101	\$83.7931	\$87.8571	\$89.9657	\$92.1249	\$94.3359	\$96.6000	\$98.9184	\$101.2923	\$103.7233	\$106.2128
H 102	\$85.8041	\$89.9656	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923	\$103.7233	\$106.2127	\$108.7618
H 103	\$87.8634	\$92.1248	\$94.3358	\$96.5999	\$98.9183	\$101.2923	\$103.7232	\$106.2126	\$108.7617	\$111.3721
H 104	\$89.9721	\$94.3357	\$96.5998	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449
H 105	\$92.1314	\$96.5998	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820
H 106	\$94.3426	\$98.9182	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848
H 107	\$96.6068	\$101.2922	\$103.7232	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848	\$122.4548
H 108	\$98.9254	\$103.7233	\$106.2127	\$108.7618	\$111.3721	\$114.0450	\$116.7821	\$119.5849	\$122.4549	\$125.3938
H 109	\$101.2996	\$106.2126	\$108.7617	\$111.3720	\$114.0449	\$116.7820	\$119.5848	\$122.4548	\$125.3937	\$128.4031

[blank page]

**2011 KING COUNTY 10 STEP ANNUAL/FLSA EXEMPT SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
S 11	\$20,619.25	\$21,619.31	\$22,138.27	\$22,669.50	\$23,213.63	\$23,770.66	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24
S 12	\$21,114.08	\$22,138.06	\$22,669.30	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.47	\$26,136.03	\$26,763.36
S 13	\$21,620.77	\$22,669.30	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.47	\$26,136.03	\$26,763.36	\$27,405.66
S 14	\$22,139.73	\$23,213.42	\$23,770.45	\$24,340.99	\$24,925.26	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.66	\$28,063.36
S 15	\$22,671.17	\$23,770.66	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07
S 16	\$23,215.30	\$24,341.20	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80
S 17	\$23,772.53	\$24,925.47	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96
S 18	\$24,343.07	\$25,523.68	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18
S 19	\$24,927.34	\$26,136.24	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66
S 20	\$25,525.55	\$26,763.57	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02
S 21	\$26,138.11	\$27,405.87	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02	\$33,131.49
S 22	\$26,765.44	\$28,063.57	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67
S 23	\$27,407.74	\$28,737.07	\$29,426.80	\$30,132.96	\$30,856.18	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67	\$34,740.99
S 24	\$28,065.44	\$29,426.59	\$30,132.75	\$30,855.97	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66
S 25	\$28,738.94	\$30,132.75	\$30,855.97	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66	\$36,428.50
S 26	\$29,428.67	\$30,855.97	\$31,596.45	\$32,354.82	\$33,131.28	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.72
S 27	\$30,135.04	\$31,596.66	\$32,355.02	\$33,131.49	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16
S 28	\$30,858.26	\$32,354.82	\$33,131.28	\$33,926.46	\$34,740.78	\$35,574.66	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61
S 29	\$31,598.94	\$33,131.49	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52
S 30	\$32,357.31	\$33,926.67	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$40,053.52	\$41,014.90	\$41,999.15
S 31	\$33,133.98	\$34,740.99	\$35,574.86	\$36,428.70	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15
S 32	\$33,929.17	\$35,574.66	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61	\$40,053.31	\$41,014.69	\$41,998.94	\$43,006.91
S 33	\$34,743.49	\$36,428.50	\$37,302.72	\$38,197.95	\$39,114.61	\$40,053.31	\$41,014.69	\$41,998.94	\$43,006.91	\$44,039.01
S 34	\$35,577.36	\$37,302.93	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06
S 35	\$36,431.20	\$38,198.16	\$39,114.82	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29
S 36	\$37,305.63	\$39,115.02	\$40,053.73	\$41,015.10	\$41,999.57	\$43,007.54	\$44,039.63	\$45,096.48	\$46,178.70	\$47,286.93
S 37	\$38,200.86	\$40,053.52	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29	\$47,286.51	\$48,421.36
S 38	\$39,117.73	\$41,014.90	\$41,999.15	\$43,007.12	\$44,039.22	\$45,096.06	\$46,178.29	\$47,286.51	\$48,421.36	\$49,583.46
S 39	\$40,056.64	\$41,999.36	\$43,007.33	\$44,039.42	\$45,096.27	\$46,178.50	\$47,286.72	\$48,421.57	\$49,583.66	\$50,773.63
S 40	\$41,018.02	\$43,007.33	\$44,039.42	\$45,096.27	\$46,178.50	\$47,286.72	\$48,421.57	\$49,583.66	\$50,773.63	\$51,992.10
S 41	\$42,002.48	\$44,039.63	\$45,096.48	\$46,178.70	\$47,286.93	\$48,421.78	\$49,583.87	\$50,773.84	\$51,992.51	\$53,240.30
S 42	\$43,010.45	\$45,096.48	\$46,178.70	\$47,286.93	\$48,421.78	\$49,583.87	\$50,773.84	\$51,992.51	\$53,240.30	\$54,518.05
S 43	\$44,042.75	\$46,178.91	\$47,287.14	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78

**2011 KING COUNTY 10 STEP ANNUAL/FLSA EXEMPT SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
S 44	\$45,099.81	\$47,287.14	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78	\$57,166.72
S 45	\$46,182.24	\$48,421.98	\$49,584.08	\$50,774.05	\$51,992.72	\$53,240.51	\$54,518.26	\$55,826.78	\$57,166.72	\$58,538.69
S 46	\$47,290.67	\$49,584.29	\$50,774.26	\$51,992.93	\$53,240.72	\$54,518.46	\$55,826.99	\$57,166.93	\$58,538.90	\$59,943.73
S 47	\$48,425.73	\$50,774.46	\$51,993.14	\$53,240.93	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88
S 48	\$49,588.03	\$51,993.14	\$53,240.93	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14
S 49	\$50,778.21	\$53,240.93	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77
S 50	\$51,996.88	\$54,518.67	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58
S 51	\$53,244.88	\$55,827.20	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42
S 52	\$54,522.83	\$57,167.14	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12
S 53	\$55,831.36	\$58,539.10	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12	\$70,769.71
S 54	\$57,171.30	\$59,944.14	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12	\$70,769.71	\$72,468.24
S 55	\$58,543.47	\$61,382.88	\$62,856.14	\$64,364.77	\$65,909.58	\$67,491.42	\$69,111.12	\$70,769.71	\$72,468.24	\$74,207.54
S 56	\$59,948.51	\$62,855.94	\$64,364.56	\$65,909.38	\$67,491.22	\$69,110.91	\$70,769.50	\$72,468.03	\$74,207.33	\$75,988.22
S 57	\$61,387.25	\$64,364.56	\$65,909.38	\$67,491.22	\$69,110.91	\$70,769.50	\$72,468.03	\$74,207.33	\$75,988.22	\$77,811.97
S 58	\$62,860.51	\$65,909.17	\$67,491.01	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18
S 59	\$64,369.14	\$67,491.01	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54
S 60	\$65,913.95	\$69,110.70	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65
S 61	\$67,495.79	\$70,769.30	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77
S 62	\$69,115.70	\$72,467.82	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14
S 63	\$70,774.50	\$74,207.12	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82
S 64	\$72,473.02	\$75,988.02	\$77,811.76	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82	\$91,863.82
S 65	\$74,212.32	\$77,811.55	\$79,678.98	\$81,591.33	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42
S 66	\$75,993.42	\$79,679.18	\$81,591.54	\$83,549.65	\$85,554.77	\$87,608.14	\$89,710.82	\$91,863.82	\$94,068.62	\$96,326.26
S 67	\$77,817.17	\$81,591.33	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97
S 68	\$79,684.80	\$83,549.44	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97	\$101,005.22
S 69	\$81,597.15	\$85,554.56	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97	\$101,005.22	\$103,429.25
S 70	\$83,555.47	\$87,607.94	\$89,710.61	\$91,863.62	\$94,068.42	\$96,326.05	\$98,637.97	\$101,005.22	\$103,429.25	\$105,911.52
S 71	\$85,560.80	\$89,710.40	\$91,863.41	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28
S 72	\$87,614.18	\$91,863.41	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19
S 73	\$89,716.85	\$94,068.21	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19	\$113,721.50
S 74	\$91,870.06	\$96,325.84	\$98,637.76	\$101,005.01	\$103,429.04	\$105,911.31	\$108,453.28	\$111,056.19	\$113,721.50	\$116,450.88
S 75	\$94,074.86	\$98,637.55	\$101,004.80	\$103,428.83	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57
S 76	\$96,332.70	\$101,004.80	\$103,428.83	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44

**2011 KING COUNTY 10 STEP ANNUAL/FLSA EXEMPT SQUARED SCHEDULE  
(WITH ZERO COLA FOR 2011)**

Range	1	2	3	4	5	6	7	8	9	10
S 77	\$98,644.62	\$103,428.83	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44	\$125,037.95
S 78	\$101,012.08	\$105,911.10	\$108,453.07	\$111,055.98	\$113,721.30	\$116,450.67	\$119,245.57	\$122,107.44	\$125,037.95	\$128,038.77
S 79	\$103,436.32	\$108,453.07	\$111,055.98	\$113,721.09	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55
S 80	\$105,918.80	\$111,055.78	\$113,721.09	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18
S 81	\$108,460.77	\$113,721.09	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30
S 82	\$111,063.89	\$116,450.46	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81
S 83	\$113,729.41	\$119,245.36	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81	\$144,158.56
S 84	\$116,458.99	\$122,107.23	\$125,037.74	\$128,038.56	\$131,111.55	\$134,258.18	\$137,480.30	\$140,779.81	\$144,158.56	\$147,618.43
S 85	\$119,254.10	\$125,037.95	\$128,038.77	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50
S 86	\$122,116.18	\$128,038.77	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44
S 87	\$125,046.90	\$131,111.76	\$134,258.38	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.32
S 88	\$128,047.92	\$134,258.18	\$137,480.30	\$140,779.81	\$144,158.56	\$147,618.43	\$151,161.30	\$154,789.23	\$158,504.11	\$162,308.22
S 89	\$131,121.12	\$137,480.51	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.32	\$162,308.43	\$166,203.86
S 90	\$134,267.95	\$140,780.02	\$144,158.77	\$147,618.64	\$151,161.50	\$154,789.44	\$158,504.11	\$162,308.22	\$166,203.65	\$170,192.67
S 91	\$137,490.29	\$144,158.56	\$147,618.43	\$151,161.30	\$154,789.23	\$158,504.11	\$162,308.22	\$166,203.44	\$170,192.26	\$174,277.17
S 92	\$140,790.00	\$147,618.22	\$151,161.09	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63
S 93	\$144,168.96	\$151,161.09	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56
S 94	\$147,629.04	\$154,789.02	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45
S 95	\$151,172.11	\$158,503.90	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45	\$191,619.58
S 96	\$154,800.26	\$162,308.02	\$166,203.44	\$170,192.26	\$174,276.96	\$178,459.84	\$182,742.98	\$187,128.86	\$191,620.00	\$196,218.88
S 97	\$158,515.55	\$166,203.65	\$170,192.46	\$174,277.17	\$178,459.84	\$182,742.98	\$187,128.86	\$191,620.00	\$196,218.88	\$200,928.21
S 98	\$162,319.87	\$170,192.46	\$174,277.17	\$178,459.84	\$182,742.98	\$187,128.86	\$191,620.00	\$196,218.88	\$200,927.79	\$205,750.48
S 99	\$166,215.50	\$174,276.96	\$178,459.63	\$182,742.56	\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98
S 100	\$170,204.74	\$178,459.63	\$182,742.56	\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98	\$215,744.46
S 101	\$174,289.65	\$182,742.77	\$187,128.66	\$191,619.79	\$196,218.67	\$200,928.00	\$205,750.27	\$210,688.19	\$215,744.67	\$220,922.62
S 102	\$178,472.53	\$187,128.45	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98	\$215,744.46	\$220,922.42	\$226,224.54
S 103	\$182,755.87	\$191,619.58	\$196,218.46	\$200,927.79	\$205,750.06	\$210,687.98	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.97
S 104	\$187,141.97	\$196,218.26	\$200,927.58	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39
S 105	\$191,633.31	\$200,927.58	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39	\$242,906.56
S 106	\$196,232.61	\$205,749.86	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39	\$242,906.56	\$248,736.38
S 107	\$200,942.14	\$210,687.78	\$215,744.26	\$220,922.21	\$226,224.54	\$231,653.97	\$237,213.39	\$242,906.77	\$248,736.59	\$254,705.98
S 108	\$205,764.83	\$215,744.46	\$220,922.42	\$226,224.54	\$231,653.97	\$237,213.60	\$242,906.77	\$248,736.59	\$254,706.19	\$260,819.10
S 109	\$210,703.17	\$220,922.21	\$226,224.34	\$231,653.76	\$237,213.39	\$242,906.56	\$248,736.38	\$254,705.98	\$260,818.90	\$267,078.45

[blank page]

2011 King County Standardized Hourly Salary Schedule (Zero COLA)

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	35	9.0754	9.4892	9.7068	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864
	36	8.8233	9.2256	9.4372	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701
	37.5	8.4704	8.8566	9.0597	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273
	40	7.9410	8.3031	8.4935	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631
2	35	9.2827	9.7068	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508
	36	9.0249	9.4372	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272
	37.5	8.6639	9.0597	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741
	40	8.1224	8.4935	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945
3	35	9.4949	9.9291	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225
	36	9.2312	9.6533	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913
	37.5	8.8619	9.2672	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276
	40	8.3080	8.6880	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322
4	35	9.7122	10.1574	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998
	36	9.4424	9.8753	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609
	37.5	9.0647	9.4802	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865
	40	8.4982	8.8877	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748
5	35	9.9340	10.3911	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851
	36	9.6581	10.1024	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383
	37.5	9.2718	9.6983	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528
	40	8.6923	9.0922	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245
6	35	10.1622	10.6303	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771
	36	9.8799	10.3350	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222
	37.5	9.4847	9.9216	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253
	40	8.8919	9.3015	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800
7	35	10.3971	10.8766	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760
	36	10.1083	10.5745	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128
	37.5	9.7040	10.1515	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043
	40	9.0975	9.5170	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415
8	35	10.6373	11.1287	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830
	36	10.3418	10.8196	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113
	37.5	9.9281	10.3868	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908
	40	9.3076	9.7377	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102
9	35	10.8819	11.3864	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982
	36	10.5796	11.0701	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177
	37.5	10.1564	10.6273	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850
	40	9.5217	9.9631	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859
10	35	11.1348	11.6508	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209
	36	10.8255	11.3272	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314
	37.5	10.3925	10.8741	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862
	40	9.7430	10.1945	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
11	35	11.3933	11.9225	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511
	36	11.0768	11.5913	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	14.2819
	37.5	10.6337	11.1276	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943
	40	9.9691	10.4322	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572
12	35	11.6574	12.1998	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900
	36	11.3336	11.8609	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819
	37.5	10.8802	11.3865	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106
	40	10.2002	10.6748	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537
13	35	11.9291	12.4851	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369
	36	11.5977	12.1383	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192
	37.5	11.1338	11.6528	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345
	40	10.4379	10.9245	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573
14	35	12.2065	12.7771	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922
	36	11.8674	12.4222	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646
	37.5	11.3927	11.9253	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660
	40	10.6807	11.1800	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682
15	35	12.4920	13.0760	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577
	36	12.1450	12.7128	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200
	37.5	11.6592	12.2043	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072
	40	10.9305	11.4415	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880
16	35	12.7847	13.3830	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316
	36	12.4296	13.0113	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835
	37.5	11.9324	12.4908	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561
	40	11.1867	11.7102	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151
17	35	13.0833	13.6982	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142
	36	12.7199	13.3177	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555
	37.5	12.2111	12.7850	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133
	40	11.4479	11.9859	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500
18	35	13.3908	14.0209	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076
	36	13.0188	13.6314	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379
	37.5	12.4981	13.0862	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804
	40	11.7170	12.2683	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942
19	35	13.7055	14.3511	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099
	36	13.3247	13.9524	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291
	37.5	12.7918	13.3943	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559
	40	11.9923	12.5572	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462
20	35	14.0279	14.6900	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099	17.7228
	36	13.6382	14.2819	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291	17.2305
	37.5	13.0927	13.7106	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559	16.5413
	40	12.2744	12.8537	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462	15.5075



**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
21	35	14.3589	15.0369	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099	17.7228	18.1461
	36	13.9600	14.6192	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291	17.2305	17.6421
	37.5	13.4016	14.0345	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559	16.5413	16.9364
	40	12.5640	13.1573	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462	15.5075	15.8778
22	35	14.6974	15.3922	15.7577	16.1316	16.5142	16.9076	17.3099	17.7228	18.1461	18.5790
	36	14.2891	14.9646	15.3200	15.6835	16.0555	16.4379	16.8291	17.2305	17.6421	18.0629
	37.5	13.7175	14.3660	14.7072	15.0561	15.4133	15.7804	16.1559	16.5413	16.9364	17.3404
	40	12.8602	13.4682	13.7880	14.1151	14.4500	14.7942	15.1462	15.5075	15.8778	16.2567
23	35	15.0448	15.7577	16.1316	16.5142	16.9076	17.3099	17.7228	18.1461	18.5790	19.0236
	36	14.6269	15.3200	15.6835	16.0555	16.4379	16.8291	17.2305	17.6421	18.0629	18.4951
	37.5	14.0418	14.7072	15.0561	15.4133	15.7804	16.1559	16.5413	16.9364	17.3404	17.7553
	40	13.1642	13.7880	14.1151	14.4500	14.7942	15.1462	15.5075	15.8778	16.2567	16.6456
24	35	15.4011	16.1316	16.5142	16.9076	17.3099	17.7228	18.1461	18.5790	19.0236	19.4790
	36	14.9733	15.6835	16.0555	16.4379	16.8291	17.2305	17.6421	18.0629	18.4951	18.9379
	37.5	14.3744	15.0561	15.4133	15.7804	16.1559	16.5413	16.9364	17.3404	17.7553	18.1804
	40	13.4760	14.1151	14.4500	14.7942	15.1462	15.5075	15.8778	16.2567	16.6456	17.0442
25	35	15.7662	16.5142	16.9076	17.3099	17.7228	18.1461	18.5790	19.0236	19.4790	19.9464
	36	15.3282	16.0555	16.4379	16.8291	17.2305	17.6421	18.0629	18.4951	18.9379	19.3923
	37.5	14.7151	15.4133	15.7804	16.1559	16.5413	16.9364	17.3404	17.7553	18.1804	18.6166
	40	13.7954	14.4500	14.7942	15.1462	15.5075	15.8778	16.2567	16.6456	17.0442	17.4531
26	35	16.1407	16.9076	17.3099	17.7228	18.1461	18.5790	19.0236	19.4790	19.9464	20.4245
	36	15.6923	16.4379	16.8291	17.2305	17.6421	18.0629	18.4951	18.9379	19.3923	19.8572
	37.5	15.0646	15.7804	16.1559	16.5413	16.9364	17.3404	17.7553	18.1804	18.6166	19.0629
	40	14.1231	14.7942	15.1462	15.5075	15.8778	16.2567	16.6456	17.0442	17.4531	17.8715
27	35	16.5237	17.3099	17.7228	18.1461	18.5790	19.0236	19.4790	19.9464	20.4245	20.9152
	36	16.0647	16.8291	17.2305	17.6421	18.0629	18.4951	18.9379	19.3923	19.8572	20.3342
	37.5	15.4222	16.1559	16.5413	16.9364	17.3404	17.7553	18.1804	18.6166	19.0629	19.5209
	40	14.4583	15.1462	15.5075	15.8778	16.2567	16.6456	17.0442	17.4531	17.8715	18.3008
28	35	16.9175	17.7228	18.1461	18.5790	19.0236	19.4790	19.9464	20.4245	20.9152	21.4179
	36	16.4476	17.2305	17.6421	18.0629	18.4951	18.9379	19.3923	19.8572	20.3342	20.8229
	37.5	15.7897	16.5413	16.9364	17.3404	17.7553	18.1804	18.6166	19.0629	19.5209	19.9900
	40	14.8028	15.5075	15.8778	16.2567	16.6456	17.0442	17.4531	17.8715	18.3008	18.7407
29	35	17.3194	18.1461	18.5790	19.0236	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331
	36	16.8383	17.6421	18.0629	18.4951	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238
	37.5	16.1648	16.9364	17.3404	17.7553	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709
	40	15.1545	15.8778	16.2567	16.6456	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915
30	35	17.7326	18.5790	19.0236	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615
	36	17.2400	18.0629	18.4951	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376
	37.5	16.5504	17.3404	17.7553	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641
	40	15.5160	16.2567	16.6456	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538

2011 King County Standardized Hourly Salary Schedule (Zero COLA)

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
31	35	18.1564	19.0236	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031
	36	17.6521	18.4951	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641
	37.5	16.9460	17.7553	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695
	40	15.8868	16.6456	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277
32	35	18.5897	19.4790	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581
	36	18.0733	18.9379	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037
	37.5	17.3504	18.1804	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876
	40	16.2660	17.0442	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133
33	35	19.0340	19.9464	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271
	36	18.5053	19.3923	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569
	37.5	17.7650	18.6166	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186
	40	16.6547	17.4531	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112
34	35	19.4895	20.4245	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104
	36	18.9481	19.8572	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240
	37.5	18.1902	19.0629	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630
	40	17.0533	17.8715	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216
35	35	19.9582	20.9152	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083
	36	19.4038	20.3342	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053
	37.5	18.6277	19.5209	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210
	40	17.4635	18.3008	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447
36	35	20.4365	21.4179	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203
	36	19.8688	20.8229	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003
	37.5	19.0741	19.9900	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922
	40	17.8820	18.7407	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802
37	35	20.9268	21.9331	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487
	36	20.3455	21.3238	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113
	37.5	19.5317	20.4709	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788
	40	18.3110	19.1915	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302
38	35	21.4304	22.4615	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919
	36	20.8351	21.8376	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365
	37.5	20.0017	20.9641	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791
	40	18.7516	19.6538	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302	23.7929
39	35	21.9465	23.0031	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919	27.8520
	36	21.3369	22.3641	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365	27.0783
	37.5	20.4834	21.4695	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791	25.9952
	40	19.2032	20.1277	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302	23.7929	24.3705
40	35	22.4751	23.5581	24.1271	24.7104	25.3083	25.9203	26.5487	27.1919	27.8520	28.5281
	36	21.8508	22.9037	23.4569	24.0240	24.6053	25.2003	25.8113	26.4365	27.0783	27.7356
	37.5	20.9767	21.9876	22.5186	23.0630	23.6210	24.1922	24.7788	25.3791	25.9952	26.6262
	40	19.6657	20.6133	21.1112	21.6216	22.1447	22.6802	23.2302	23.7929	24.3705	24.9621

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
41	35	23,0161	24,1271	24,7104	25,3083	25,9203	26,5487	27,1919	27,8520	28,5281	29,2215
	36	22,3768	23,4569	24,0240	24,6053	25,2003	25,8113	26,4365	27,0783	27,7356	28,4097
	37.5	21,4817	22,5186	23,0630	23,6210	24,1922	24,7788	25,3791	25,9952	26,6262	27,2734
	40	20,1391	21,1112	21,6216	22,1447	22,6802	23,2302	23,7929	24,3705	24,9621	25,5688
42	35	23,5720	24,7104	25,3083	25,9203	26,5487	27,1919	27,8520	28,5281	29,2215	29,9318
	36	22,9172	24,0240	24,6053	25,2003	25,8113	26,4365	27,0783	27,7356	28,4097	29,1004
	37.5	22,0005	23,0630	23,6210	24,1922	24,7788	25,3791	25,9952	26,6262	27,2734	27,9364
	40	20,6255	21,6216	22,1447	22,6802	23,2302	23,7929	24,3705	24,9621	25,5688	26,1903
43	35	24,1408	25,3083	25,9203	26,5487	27,1919	27,8520	28,5281	29,2215	29,9318	30,6601
	36	23,4703	24,6053	25,2003	25,8113	26,4365	27,0783	27,7356	28,4097	29,1004	29,8085
	37.5	22,5314	23,6210	24,1922	24,7788	25,3791	25,9952	26,6262	27,2734	27,9364	28,6161
	40	21,1232	22,1447	22,6802	23,2302	23,7929	24,3705	24,9621	25,5688	26,1903	26,8276
44	35	24,7246	25,9203	26,5487	27,1919	27,8520	28,5281	29,2215	29,9318	30,6601	31,4064
	36	24,0378	25,2003	25,8113	26,4365	27,0783	27,7356	28,4097	29,1004	29,8085	30,5340
	37.5	23,0763	24,1922	24,7788	25,3791	25,9952	26,6262	27,2734	27,9364	28,6161	29,3126
	40	21,6340	22,6802	23,2302	23,7929	24,3705	24,9621	25,5688	26,1903	26,8276	27,4806
45	35	25,3226	26,5487	27,1919	27,8520	28,5281	29,2215	29,9318	30,6601	31,4064	32,1709
	36	24,6192	25,8113	26,4365	27,0783	27,7356	28,4097	29,1004	29,8085	30,5340	31,2773
	37.5	23,6345	24,7788	25,3791	25,9952	26,6262	27,2734	27,9364	28,6161	29,3126	30,0262
	40	22,1573	23,2302	23,7929	24,3705	24,9621	25,5688	26,1903	26,8276	27,4806	28,1496
46	35	25,9354	27,1919	27,8520	28,5281	29,2215	29,9318	30,6601	31,4064	32,1709	32,9552
	36	25,2150	26,4365	27,0783	27,7356	28,4097	29,1004	29,8085	30,5340	31,2773	32,0397
	37.5	24,2064	25,3791	25,9952	26,6262	27,2734	27,9364	28,6161	29,3126	30,0262	30,7582
	40	22,6935	23,7929	24,3705	24,9621	25,5688	26,1903	26,8276	27,4806	28,1496	28,8358
47	35	26,5634	27,8520	28,5281	29,2215	29,9318	30,6601	31,4064	32,1709	32,9552	33,7593
	36	25,8255	27,0783	27,7356	28,4097	29,1004	29,8085	30,5340	31,2773	32,0397	32,8215
	37.5	24,7925	25,9952	26,6262	27,2734	27,9364	28,6161	29,3126	30,0262	30,7582	31,5087
	40	23,2430	24,3705	24,9621	25,5688	26,1903	26,8276	27,4806	28,1496	28,8358	29,5394
48	35	27,2078	28,5281	29,2215	29,9318	30,6601	31,4064	32,1709	32,9552	33,7593	34,5839
	36	26,4521	27,7356	28,4097	29,1004	29,8085	30,5340	31,2773	32,0397	32,8215	33,6232
	37.5	25,3940	26,6262	27,2734	27,9364	28,6161	29,3126	30,0262	30,7582	31,5087	32,2783
	40	23,8068	24,9621	25,5688	26,1903	26,8276	27,4806	28,1496	28,8358	29,5394	30,2609
49	35	27,8672	29,2215	29,9318	30,6601	31,4064	32,1709	32,9552	33,7593	34,5839	35,4282
	36	27,0931	28,4097	29,1004	29,8085	30,5340	31,2773	32,0397	32,8215	33,6232	34,4441
	37.5	26,0094	27,2734	27,9364	28,6161	29,3126	30,0262	30,7582	31,5087	32,2783	33,0663
	40	24,3838	25,5688	26,1903	26,8276	27,4806	28,1496	28,8358	29,5394	30,2609	30,9997
50	35	28,5450	29,9318	30,6601	31,4064	32,1709	32,9552	33,7593	34,5839	35,4282	36,2935
	36	27,7521	29,1004	29,8085	30,5340	31,2773	32,0397	32,8215	33,6232	34,4441	35,2854
	37.5	26,6420	27,9364	28,6161	29,3126	30,0262	30,7582	31,5087	32,2783	33,0663	33,8740
	40	24,9768	26,1903	26,8276	27,4806	28,1496	28,8358	29,5394	30,2609	30,9997	31,7568

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
51	35	29.2379	30.6601	31.4064	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802
	36	28.4258	29.8085	30.5340	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474
	37.5	27.2887	28.6161	29.3126	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015
	40	25.5832	26.8276	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327
52	35	29.9494	31.4064	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905
	36	29.1174	30.5340	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324
	37.5	27.9527	29.3126	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511
	40	26.2057	27.4806	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292
53	35	30.6777	32.1709	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228
	36	29.8255	31.2773	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388
	37.5	28.6325	30.0262	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213
	40	26.8430	28.1496	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450
54	35	31.4248	32.9552	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775
	36	30.5519	32.0397	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671
	37.5	29.3298	30.7582	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124
	40	27.4967	28.8358	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803
55	35	32.1906	33.7593	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572
	36	31.2964	32.8215	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195
	37.5	30.0446	31.5087	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267
	40	28.1668	29.5394	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375
56	35	32.9747	34.5839	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612
	36	32.0587	33.6232	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956
	37.5	30.7764	32.2783	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638
	40	28.8528	30.2609	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161
57	35	33.7791	35.4282	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903
	36	32.8408	34.4441	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962
	37.5	31.5271	33.0663	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243
	40	29.5567	30.9997	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165
58	35	34.6033	36.2935	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454
	36	33.6421	35.2854	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219
	37.5	32.2964	33.8740	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090
	40	30.2778	31.7568	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397
59	35	35.4488	37.1802	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255
	36	34.4641	36.1474	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721
	37.5	33.0855	34.7015	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172
	40	31.0177	32.5327	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848
60	35	36.3149	38.0905	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251
	36	35.3062	37.0324	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410
	37.5	33.8939	35.5511	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434
	40	31.7755	33.3292	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469

2011 King County Standardized Hourly Salary Schedule (Zero COLA)

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
61	35	37.2020	39.0228	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767
	36	36.1686	37.9388	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635
	37.5	34.7218	36.4213	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249
	40	32.5517	34.1450	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671
62	35	38.1120	39.9775	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542
	36	37.0533	38.8671	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110
	37.5	35.5712	37.3124	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306
	40	33.3480	34.9803	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099
63	35	39.0454	40.9572	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577
	36	37.9608	39.8195	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838
	37.5	36.4423	38.2267	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605
	40	34.1647	35.8375	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755
64	35	40.0017	41.9612	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900
	36	38.8905	40.7956	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847
	37.5	37.3349	39.1638	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174
	40	35.0015	36.7161	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663
65	35	40.9820	42.9903	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490
	36	39.8436	41.7962	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115
	37.5	38.2498	40.1243	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991
	40	35.8592	37.6165	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804
66	35	41.9862	44.0454	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385
	36	40.8199	42.8219	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679
	37.5	39.1871	41.1090	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092
	40	36.7379	38.5397	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212
67	35	43.0154	45.1255	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575
	36	41.8205	43.8721	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531
	37.5	40.1477	42.1172	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470
	40	37.6385	39.4848	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878
68	35	44.0699	46.2251	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064
	36	42.8458	44.9410	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673
	37.5	41.1319	43.1434	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126
	40	38.5612	40.4469	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806
69	35	45.1532	47.2767	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873
	36	43.8990	45.9635	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127
	37.5	42.1430	44.1249	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082
	40	39.5091	41.3671	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014
70	35	46.2506	48.3542	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997
	36	44.9659	47.0110	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886
	37.5	43.1673	45.1306	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330
	40	40.4693	42.3099	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
71	35	47.3019	49.4577	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442
	36	45.9879	48.0838	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958
	37.5	44.1484	46.1605	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879
	40	41.3892	43.2755	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262
72	35	48.3800	50.5900	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236
	36	47.0362	49.1847	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368
	37.5	45.1547	47.2174	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753
	40	42.3325	44.2663	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331
73	35	49.4843	51.7490	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368
	36	48.1097	50.3115	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108
	37.5	46.1854	48.2991	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943
	40	43.2988	45.2804	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697
74	35	50.6168	52.9385	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855
	36	49.2108	51.4679	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192
	37.5	47.2423	49.4092	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465
	40	44.2897	46.3212	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373
75	35	51.7784	54.1575	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701
	36	50.3401	52.6531	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626
	37.5	48.3265	50.5470	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321
	40	45.3061	47.3878	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363
76	35	52.9679	55.4064	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921
	36	51.4965	53.8673	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423
	37.5	49.4367	51.7126	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526
	40	46.3469	48.4806	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681
77	35	54.1869	56.6873	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522
	36	52.6817	55.1127	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591
	37.5	50.5744	52.9082	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087
	40	47.4135	49.6014	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332
78	35	55.4370	57.9997	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515
	36	53.8971	56.3886	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140
	37.5	51.7412	54.1330	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014
	40	48.5073	50.7497	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326
79	35	56.7182	59.3442	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902
	36	55.1427	57.6958	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072
	37.5	52.9370	55.3879	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309
	40	49.6284	51.9262	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665
80	35	58.0308	60.7236	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705
	36	56.4188	59.0368	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408
	37.5	54.1621	56.6753	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309	68.1991
	40	50.7770	53.1331	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
81	35	59.3775	62.1368	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926
	36	57.7281	60.4108	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150
	37.5	55.4190	57.9943	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309	68.1991	69.8064
	40	51.9553	54.3697	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435
82	35	60.7572	63.5855	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568
	36	59.0695	61.8192	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303
	37.5	56.7067	59.3465	60.7321	62.1526	63.6087	65.1014	66.6309	68.1991	69.8064	71.4530
	40	53.1625	55.6373	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872
83	35	62.1720	65.0701	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665
	36	60.4450	63.2626	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896
	37.5	58.0272	60.7321	62.1526	63.6087	65.1014	66.6309	68.1991	69.8064	71.4530	73.1420
	40	54.4005	56.9363	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707
84	35	63.6206	66.5921	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208
	36	61.8533	64.7423	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924
	37.5	59.3792	62.1526	63.6087	65.1014	66.6309	68.1991	69.8064	71.4530	73.1420	74.8727
	40	55.6680	58.2681	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932
85	35	65.1058	68.1522	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225
	36	63.2973	66.2591	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413
	37.5	60.7654	63.6087	65.1014	66.6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476
	40	56.9676	59.6332	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572
86	35	66.6293	69.7515	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703
	36	64.7785	67.8140	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350
	37.5	62.1873	65.1014	66.6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656
	40	58.3006	61.0326	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615
87	35	68.1901	71.3902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668
	36	66.2959	69.4072	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760
	37.5	63.6441	66.6309	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290
	40	59.6663	62.4665	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084
88	35	69.7902	73.0705	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138
	36	67.8515	71.0408	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662
	37.5	65.1375	68.1991	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395
	40	61.0664	63.9367	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995
89	35	71.4307	74.7926	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119
	36	69.4465	72.7150	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060
	37.5	66.6687	69.8064	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978
	40	62.5019	65.4435	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354
90	35	73.1110	76.5568	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629
	36	71.0801	74.4303	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973
	37.5	68.2369	71.4530	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054
	40	63.9721	66.9872	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176

**2011 King County Standardized Hourly Salary Schedule (Zero COLA)**

Pay Range Number	Hours Per Week	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
91	35	74.8342	78.3665	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669
	36	72.7555	76.1896	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400
	37.5	69.8453	73.1420	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624
	40	65.4800	68.5707	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460
92	35	76.6001	80.2208	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262
	36	74.4723	77.9924	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365
	37.5	71.4934	74.8727	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711
	40	67.0251	70.1932	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229
93	35	78.4106	82.1225	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423
	36	76.2326	79.8413	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883
	37.5	73.1833	76.6476	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328
	40	68.6093	71.8572	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495
94	35	80.2665	84.0703	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159
	36	78.0369	81.7350	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960
	37.5	74.9154	78.4656	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482
	40	70.2332	73.5615	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264
95	35	82.1682	86.0668	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490
	36	79.8858	83.6760	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960	101.0615
	37.5	76.6903	80.3290	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482	97.0191
	40	71.8972	75.3084	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554
96	35	84.1168	88.1138	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425
	36	81.7803	85.6662	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858
	37.5	78.5090	82.2395	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482	97.0191	99.3463
	40	73.6022	77.0995	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372
97	35	86.1158	90.2119	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996
	36	83.7237	87.7060	89.7973	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858	105.9718
	37.5	80.3748	84.1978	86.2054	88.2624	90.3711	92.5328	94.7482	97.0191	99.3463	101.7329
	40	75.3513	78.9354	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372	95.3746
98	35	88.1636	92.3629	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996	111.6198
	36	85.7146	89.7973	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858	105.9718	108.5192
	37.5	82.2860	86.2054	88.2624	90.3711	92.5328	94.7482	97.0191	99.3463	101.7329	104.1785
	40	77.1432	80.8176	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372	95.3746	97.6673
99	35	90.2631	94.5669	96.8262	99.1423	101.5159	103.9490	106.4425	108.9996	111.6198	114.3054
	36	87.7558	91.9400	94.1365	96.3883	98.6960	101.0615	103.4858	105.9718	108.5192	111.1303
	37.5	84.2455	88.2624	90.3711	92.5328	94.7482	97.0191	99.3463	101.7329	104.1785	106.6850
	40	78.9802	82.7460	84.7229	86.7495	88.8264	90.9554	93.1372	95.3746	97.6673	100.0172



2011 King County Standardized Annual/FLSA Exempt Salary Schedule (Zero COLA)

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	16,517.28	17,270.40	17,666.40	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28
2	16,894.56	17,666.40	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48
3	17,280.72	18,071.04	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88
4	17,676.24	18,486.48	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60
5	18,079.92	18,911.76	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96
6	18,495.12	19,347.12	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32
7	18,922.80	19,795.44	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40
8	19,359.84	20,254.32	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12
9	19,805.04	20,723.28	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72
10	20,265.36	21,204.48	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00
11	20,735.76	21,698.88	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96
12	21,216.48	22,203.60	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76
13	21,710.88	22,722.96	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20
14	22,215.84	23,254.32	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76
15	22,735.44	23,798.40	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04
16	23,268.24	24,357.12	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44
17	23,811.60	24,930.72	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92
18	24,371.28	25,518.00	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84
19	24,943.92	26,118.96	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08
20	25,530.72	26,735.76	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52
21	26,133.12	27,367.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92
22	26,749.20	28,013.76	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84
23	27,381.60	28,679.04	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88
24	28,030.08	29,359.44	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84
25	28,694.40	30,055.92	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40
26	29,376.00	30,771.84	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64
27	30,073.20	31,504.08	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68
28	30,789.84	32,255.52	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56
29	31,521.36	33,025.92	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24
30	32,273.28	33,813.84	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92
31	33,044.64	34,622.88	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60
32	33,833.28	35,451.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76
33	34,641.84	36,302.40	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36

**2011 King County Standardized Annual/FLSA Exempt Salary Schedule (Zero COLA)**

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	34	35,470.80	37,172.64	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36
35	36,324.00	38,065.68	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04
36	37,194.48	38,980.56	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88
37	38,086.80	39,918.24	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72
38	39,003.36	40,879.92	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20
39	39,942.72	41,865.60	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64
40	40,904.64	42,875.76	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12
41	41,889.36	43,911.36	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04
42	42,900.96	44,972.88	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92
43	43,936.32	46,061.04	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44
44	44,998.80	47,174.88	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60
45	46,087.20	48,318.72	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12
46	47,202.48	49,489.20	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40
47	48,345.36	50,690.64	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92
48	49,518.24	51,921.12	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64
49	50,718.24	53,183.04	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36
50	51,951.84	54,475.92	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24
51	53,213.04	55,801.44	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00
52	54,507.84	57,159.60	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72
53	55,833.36	58,551.12	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52
54	57,193.20	59,978.40	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12
55	58,586.88	61,441.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08
56	60,013.92	62,942.64	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44
57	61,477.92	64,479.36	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40
58	62,977.92	66,054.24	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64
59	64,516.80	67,668.00	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48
60	66,093.12	69,324.72	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60
61	67,707.60	71,021.52	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60
62	69,363.84	72,759.12	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64
63	71,062.56	74,542.08	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96
64	72,803.04	76,369.44	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84
65	74,587.20	78,242.40	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20
66	76,414.80	80,162.64	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00

**2011 King County Standardized Annual/FLSA Exempt Salary Schedule (Zero COLA)**

Pay Range Number	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
67	78,288.00	82,128.48	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56
68	80,207.28	84,129.60	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60
69	82,178.88	86,043.60	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96
70	84,176.16	88,004.64	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44
71	86,089.44	90,012.96	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48
72	88,051.68	92,073.84	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88
73	90,061.44	94,183.20	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96
74	92,122.56	96,348.00	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60
75	94,236.72	98,566.56	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52
76	96,401.52	100,839.60	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60
77	98,620.08	103,170.96	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04
78	100,895.28	105,559.44	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76
79	103,227.12	108,006.48	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24
80	105,616.08	110,516.88	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32
81	108,066.96	113,088.96	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48
82	110,578.08	115,725.60	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44
83	113,153.04	118,427.52	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96
84	115,789.44	121,197.60	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84
85	118,492.56	124,037.04	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88
86	121,265.28	126,947.76	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92
87	124,105.92	129,930.24	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52
88	127,018.08	132,988.32	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04
89	130,003.92	136,122.48	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68
90	133,062.00	139,333.44	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56
91	136,198.32	142,626.96	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68
92	139,412.16	146,001.84	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60
93	142,707.36	149,462.88	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96
94	146,085.12	153,007.92	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96
95	149,546.16	156,641.52	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20
96	153,092.64	160,367.04	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36
97	156,730.80	164,185.68	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36	198,379.20
98	160,457.76	168,100.56	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36	198,379.20	203,148.00
99	164,278.80	172,111.68	176,223.60	180,438.96	184,758.96	189,187.20	193,725.36	198,379.20	203,148.00	208,035.84

[blank page]



# FISCAL NOTE

<b>Ordinance/Motion No.</b>	Cost-of-Living Ordinance for Non-Represented Positions	
<b>Title:</b>	2011 Cost-of-Living Ordinance (COLA)	
<b>Effective Date:</b>	January 1, 2011	
<b>Affected Agency and/or Agencies:</b>	ALL	
<b>Note Prepared by:</b>	Matt McCoy, Labor Relations Analyst, Office of Labor Relations	<b>Phone:</b> 205-8004
<b>Note Reviewed by:</b>	Helene Ellickson, Budget Section Supervisor	<b>Phone:</b> 296-3433

<b>Fund</b>	<b>COLA Amount 2011</b>
General Revenue	\$ 0
Airport	\$ 0
Alcoholism and Substance Abuse	\$ 0
Animal Services	\$ 0
Automated Fingerprint Identification System	\$ 0
Business Resource Center	\$ 0
Children and Family Services	\$ 0
Citizen Councilor Rev Fund	\$ 0
Data Processing	\$ 0
Development and Environmental Services	\$ 0
Developmental Disabilities	\$ 0
Emergency Medical Services	\$ 0
Employee Benefits	\$ 0
Enhanced-911	\$ 0
Equipment Rental and Revolving	\$ 0
Facilities Management Internal Service	\$ 0
Facilities Management Subfund	\$ 0
Federal Housing and Community Development	\$ 0
Financial Services	\$ 0
Geographical Information Systems	\$ 0
Grants Fund	\$ 0
Human Services Levy	\$ 0
I-Net Operations	\$ 0
Information Resource Management	\$ 0
Insurance	\$ 0
King County Flood Control Contract	\$ 0
Marine Division Operating	\$ 0
Mental Health	\$ 0
Mental Health and Substance Abuse (MIDD)	\$ 0
Mental Illness and Drug Dependency	\$ 0
Motor Pool Equipment Rental and Revolving	\$ 0
Noxious Weed	\$ 0
Parks Operating Levy	\$ 0
Public Health	\$ 0
Public Transportation	\$ 0
Radio Communications Operations	\$ 0
Recorder's Operations and Maintenance	\$ 0



# FISCAL NOTE

<b>Ordinance/Motion No.</b>	Cost-of-Living Ordinance for Non-Represented Positions	
<b>Title:</b>	2011 Cost-of-Living Ordinance (COLA)	
<b>Effective Date:</b>	January 1, 2011	
<b>Affected Agency and/or Agencies:</b>	ALL	
<b>Note Prepared by:</b>	Matt McCoy, Labor Relations Analyst, Office of Labor Relations	<b>Phone:</b> 205-8004
<b>Note Reviewed by:</b>	Helene Ellickson, Budget Section Supervisor	<b>Phone:</b> 296-3433

<b>Fund</b>	<b>COLA Amount 2011</b>
Roads	\$ 0
Safety and Workers Compensation	\$ 0
Solid Waste	\$ 0
Surface Water Management Local Drainage Services	\$ 0
Telecommunication	\$ 0
Veterans and Family Levy	\$ 0
Veterans Relief Services	\$ 0
Water Quality	\$ 0
Water and Land Resources Shared Services	\$ 0
Work Training Program	\$ 0
Youth Sports Facilities Grant	\$ 0
<b>TOTAL</b>	<b>\$ 0</b>

<b>EXPENDITURE BY CATEGORIES:</b>			
<b>Expense Type</b>	<b>DeptCode</b>	<b>Department</b>	<b>2011</b>
Salaries		ALL	\$ 0
<b>TOTAL</b>			<b>\$ 0</b>

<b>ASSUMPTIONS:</b>	
<b>Assumptions used in estimating expenditure include:</b>	
1. <b>Ordinance Period (s):</b>	Ordinance effective January 1, 2011.
2. <b>Wage Adjustments &amp; Effective Dates:</b>	
<b>CPI:</b>	0.0% COLA effective January 1, 2011.
<b>Other:</b>	N/A
<b>Retro/Lump Sum Payment:</b>	N/A
3. <b>Other Wage-Related Factors:</b>	
<b>Step Increase Movement:</b>	N/A
<b>PERS/FICA:</b>	N/A
4. <b>Other Cost Factors:</b>	N/A

November 9, 2010

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

Dear Councilmember Ferguson:

The enclosed ordinance, if approved, will authorize a zero cost-of-living salary adjustment for regular, temporary and term-limited employees in non-represented county positions. The cost-of-living adjustment is comparable to modified county union labor agreements for 2011. It calls for a COLA increase of 0.00% as a cost saving measure.

It is important that the cost-of-living adjustments for non-represented employees be comparable to the adjustments for represented employees to maintain equity of treatment between our represented and non-represented workforce. Also, many of our non-represented employees are in the same job classifications and share pay rates with their represented counterparts. In addition, having the same cost-of-living increase maintains current pay differentials between non-union management personnel and their subordinate union employees.

The proposed ordinance also approves the 2011 King County 10 Step Hourly Squared Schedule, 2011 King County 10 Step Annual/FLSA Exempt Squared Schedule, 2011 King County Standardized Hourly Salary Schedule, and the 2011 King County Standardized Annual/FLSA Exempt Salary Schedule.

The Honorable Bob Ferguson  
November 9, 2010  
Page 2

If you have questions please contact Dwight Dively, Director, Office of Management and Budget and the Office of Strategic Planning and Performance Management, at 206-263-9727.

Sincerely,

Dow Constantine  
King County Executive

Enclosures

cc: King County Councilmembers  
    ATTN: Tom Bristow, Chief of Staff  
          Anne Noris, Clerk of the Council  
Dwight Dively, Director, Office of Management and Budget and Office of Strategic  
    Planning and Performance Management  
Patty Cole-Tindall, Director, Office of Labor Relations  
Caroline Whalen, County Administrative Officer, Department of Executive Services  
    (DES)  
Anita Whitfield, Director, Human Resources Division (HRD), DES  
Karen Pool Norby, Acting Deputy Director, HRD, DES  
Grey Lewis, Labor Analyst, HRD, DES