

**KING CONSERVATION DISTRICT
KING COUNTY, WASHINGTON**

RESOLUTION NO. 17-006

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE
KING CONSERVATION DISTRICT, KING COUNTY,
WASHINGTON, MODIFYING THE DISTRICT'S MERIT-
BASED COMPENSATION PLAN AND SALARY
ADMINISTRATION MANUAL.

WHEREAS, the Board of Supervisors of the King Conservation District desires to modify the District's merit-based compensation plan and salary administration manual for the period FY 2017, 2018 and 2019 ; now, therefore

BE IT RESOLVED by the Board of Supervisors of the King Conservation District, King County, Washington, as follows:

Section 1. The King Conservation District Board of Supervisors modifies the Salary Administration Manual which That for FY 2017, 2018 (and possibly 2019) KCD modify the pure merit approach and include a COLA construct (based on CPI information publicly available through the Bureau of Labor Statistics; City of Seattle and/or State of Washington Department of Labor), to be used in tandem with the current merit approach (budget permitting) and


- 1) that KCD retain the current tools and instruments for gaging performance in support of promotions but add a second COLA-based metric (as approved by the Board) for staff-wide increases, and
- 2) that KCD Leadership develop and apply a standard procedure for the use of the tools and instruments for assessing merit and
- 3) that the KCD Leadership team undertake a review of the salary grades and ranges in order to determine what if any adjustments are recommended to be made either before the end of the current 5-year plan or in preparation for the development of the 2020-2025 5-year budget and plan of work and
- 4) that KCD Leadership Team develop a more detailed stratification of ranges within grades and establish specific performance attributes associated with ranges within a grade.


embodies the merit-based approach for compensation of District employees, to include allow for the use of a Cost of Living (COLA) approach, based on Consumer Price Index (CPI) information as outlined in for addressing and

Section 2. The King Conservation District Board of Supervisors directs the Executive Director and senior management team to implement the application of a combined COLA and merit based approach immediately.

Section 5. All District compensation policies and procedures are hereby modified, amended and superseded to be in accordance with this Resolution.

ADOPTED BY THE BOARD OF SUPERVISORS of the King Conservation District, Washington, at a regular open public meeting thereof, and effective this 13th of November, 2017.

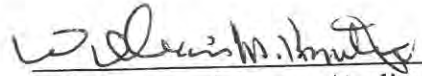

Dick


Ryon

Chair

CERTIFICATE

I, Bill Knutsen, Secretary of the Board of Supervisors, King County, Washington, do hereby certify that the foregoing resolution is a true and correct copy of Resolution No. 17-006 of such Board, duly adopted at a regular meeting thereof held on the 13th of November, 2017 by the members of such Board in attendance at such meeting and attested by myself in authentication of such adoption.



Bill Knutsen, Secretary/Auditor