

EXECUTIVE ORDER 98-02

Authorization for Emergency Market Adjustment For Positions in ADS-Information Services

WHEREAS, Whatcom County is currently facing an immediate emergency with regard to recruiting and retaining qualified technology personnel, and

WHEREAS, the inability to attract and retain such specialized technical personnel resources threatens the integrity of the County's computer and information systems and the in-progress upgrading of the same, and

WHEREAS, all County departments rely on the effective and timely programming, maintenance and upgrading of essential computer systems by qualified computer programmers and technicians, and

WHEREAS, a compensation survey of relevant and comparable governmental entities by the Human Resources Division of the Administrative Services Department has determined that the current compensation of Information Services computer personnel is below reasonably established market levels, and

WHEREAS, the Administration has discussed this matter with the Council Committee of the Whole on April 7, 1998 to receive legislative concurrence to implement such emergency compensation adjustments as were reasonably necessary to address this matter of critical organizational importance,

NOW, THEREFORE, BY VIRTUE OF THE POWER VESTED IN ME BY THE HOME RULE CHARTER FOR WHATCOM COUNTY, I HEREBY ORDER, EFFECTIVE IMMEDIATELY, THAT THE FOLLOWING STEPS WILL BE TAKEN WITH REGARD TO THE TECHNOLOGY POSITIONS IN THE ADS-INFORMATION SERVICES DIVISION:

- 1 **Range Adjustment:** All PC/LAN and Programmer positions shall be moved up one range. This would result in the following configuration:

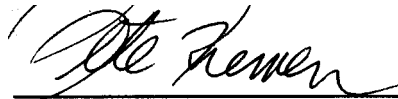
PC/LAN Technician I	Range 15
PC/LAN Technician II	Range 17
PC/LAN Technician III	Range 19
Programmer	Range 17
Programmer/Analyst	Range 19
Systems Analyst/Programmer	Range 20

2. **Flexible Entry Step:** Flexibility in the hiring process will be allowed to hire qualified and experienced applicants within the available step and range. This would also open up all the steps between entry and the midpoint to allow for varying degrees of qualifications beyond the minimum. By applying this methodology to current, fully qualified employees who are not at the top step, it would result in the appropriate adjustments under the circumstances. When market conditions change, the County will return to the standard practice of hiring at entry step.

3. **Emergency Market Adjustment:** A 5% Emergency Market Adjustment to base salary shall apply to all of the positions listed under point #1 above, as well as the Information Services Manager. This final adjustment would allow us to be reasonably comparable to other relevant entities for the herein named benchmark positions. The County may cease to apply the market adjustment to new hires when market conditions change.

EFFECTIVE DATE May 17, 1998.

DATED this 13TH day of May, 1998



Pete Kremen, Whatcom County Executive