

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5813

**AUTHORIZING AMENDMENTS TO THE COMPENSATION & CLASSIFICATION PLAN TO
ADVANCE PAY EQUITY AND ESTABLISH A REVISED PAY GRADE STRUCTURE**

Section 1. FINDINGS AND DETERMINATIONS

1.1 KCHA, in partnership with Baker Tilly, conducted a comprehensive review of its job classification hierarchy, compensation structure, and internal equity practices. This work included job evaluation, review of compensable factors, a market assessment, and analysis of structural issues such as pay compression, pay inversion, and inconsistent grade placement.

1.2 The assessment identified that the current salary structure—with 25 pay grades, wide range spreads, and overlapping bands—has contributed to internal equity concerns, misalignment between peer roles, and title inconsistencies.

1.3 Based on these findings, KCHA is proposing to adopt a revised Compensation & Classification Plan that reduces the number of pay grades from 25 to 18 fully utilized grades, narrows range spreads to 30–50%, adjusts midpoint differentials, raises minimum rates where needed, and lowers some maximums to reinforce grade distinctions.

1.4 The recommended plan includes a one-time salary adjustment for eligible non-represented employees using a standardized formula that adds 1.5% for each year in their current position to a max of 10 years to determine equitable salary range placement.

1.5 The total cost of implementing the revised plan is estimated at \$1,105,000, with adjustments taking effect April 4, 2026.

1.6 KCHA finds these changes essential to improving internal equity, strengthening job architecture, supporting talent retention, and aligning the compensation program with its Total Rewards philosophy.

Section 2. RESOLUTION

2.1 The Board approves the proposed amendments to the Compensation & Classification Plan, including the restructuring of pay grades, revised salary ranges, updated midpoint differentials, and adjustments to minimum and maximum salary levels.

2.2 The Board approves the application of a one-time salary adjustment of 1.5% per year in position to a max of 10 years for eligible employees to attain equitable range placement within the new grade structure.

2.3 The revised salary schedule/pay grade structure, attached as Exhibit A, are adopted and incorporated by reference.

2.4 The revised Compensation & Classification Plan and accompanying salary schedules shall take effect April 4, 2026.

2.5 The President & CEO, Robin Walls, is authorized to take all necessary actions to implement this resolution.

**ADOPTED AT A SPECIAL MEETING OF THE BOARD OF COMMISSIONERS OF THE
HOUSING AUTHORITY OF THE COUNTY OF KING AT AN OPEN PUBLIC MEETING
THIS 26th DAY OF JANUARY, 2026.**

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**



**JERRY LEE, Chair
Board of Commissioners**

Attest:



ROBIN WALLS
President / Chief Executive Officer and
Secretary-Treasurer