

ORDINANCE No. **111202**

COUNCIL BILL No. **103722**

WP
Law Department

AN ORDINANCE authorizing execution of a Memorandum of Understanding with the International Federation of Professional and Technical Engineers, Local 17, amending Appendix E of the collective bargaining agreement for Professional, Technical, Senior Business, Senior Professional, Recreation Specialist, and Human Relations Representative units, between the City and the Union to add the titles of Land Use Specialist,

Associate Land Use Specialist, and Senior Land Use Specialist; retitling, reclassifying and fixing compensation for certain positions in the Department of Construction and Land Use and the Department of Community Development; and providing payment therefor.

6-30-83 SUN 20 1983 EXECUTIVE REQUEST	
Referred: SUN 20 1983	To: <i>Finance</i>
Referred:	To:
Referred:	To:
Reported: JUL 5 1983	Second Reading: JUL 5 1983
Third Reading: JUL 5 1983	Signed: JUL 5 1983
Presented to Mayor: JUL 6 1983	Approved:
Returned to City Clerk:	Published:
Vetoes by Mayor:	Veto Published:
Passed over Veto: Y	Veto Sustained:

REC'D CIVIL JUL - 6 1983

LIGHT HEALTH
 ENG PARKS
 POLU I. & CA
 DCD
 LAW

<input type="checkbox"/> LIGHT	<input type="checkbox"/> HEALTH
<input type="checkbox"/> ENG	<input type="checkbox"/> PARKS
<input type="checkbox"/> DCLU	<input type="checkbox"/> L & CA
<input checked="" type="checkbox"/> DCD	<input type="checkbox"/>
<input type="checkbox"/> LAW	<input type="checkbox"/>

ORDINANCE 11202

1 AN ORDINANCE authorizing execution of a Memorandum of Understanding with the
2 International Federation of Professional and Technical Engineers, Local 17,
3 amending Appendix B of the collective bargaining agreement for Professional,
4 Technical, Senior Business, Senior Professional, Recreation Specialist,
5 and Human Relations Representative units, between the City and the Union
6 to add the titles of Land Use Specialist, Associate Land Use Specialist
7 and Senior Land Use Specialist; retitling, reclassifying and fixing
8 compensation for certain positions in the Department of Construction and
9 Land Use and the Department of Community Development; and providing
10 payment therefor.

11 WHEREAS, Local 17 has been recognized as the collective bargaining representa-
12 tive of certain employees in the Department of Construction and Land Use
13 and the Department of Community Development; and

14 WHEREAS, said employees have continued to work on the condition that the
15 subject of their wages was and continued to be negotiated; and

16 WHEREAS, collective bargaining has led to an agreement between the City and
17 Local 17 concerning wages, recommended classification, and other conditions
18 of employment for those employees; Now, Therefore,

19 BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

20 Section 1. As recommended by the Personnel Director in the attached
21 Classification Report No. 90-82, the following titles are hereby established:

22 Land Use Specialist
23 Associate Land Use Specialist
24 Senior Land Use Specialist

25 Section 2. As recommended by the Personnel Director in the attached
26 Classification Report No. 90-82, employee positions in the Department of
27 Construction and Land Use and the Department of Community Development are
28 hereby reclassified and retitled effective January 1, 1983, as follows:

DEPARTMENT OF CONSTRUCTION AND LAND USE:

- 5 positions of Senior Environmental Specialist retitled to Senior
Land Use Specialist.
- 1 position of Senior Environmental Specialist retitled to Associate
Land Use Specialist.
- 11 positions of Environmental Specialist retitled to Associate Land Use
Specialist.
- 1 position of Environmental Specialist retitled to Senior Land Use
Specialist.
- 3 positions of Program Coordinator II retitled to Associate Land Use
Specialist.
- 2 positions of Program Coordinator I retitled to Associate Land Use
Specialist.
- 1 position of Associate Environmental Analyst retitled to Associate
Land Use Specialist.

1 DEPARTMENT OF COMMUNITY DEVELOPMENT:

2 1 position of Environmental Specialist retitled to Associate Land Use
3 Specialist

4 Section 3. As requested by the Personnel Director and recommended by the
5 Mayor in the materials attached hereto, the Mayor is hereby authorized for
6 and on behalf of the City to execute a Memorandum of Understanding with the
7 International Federation of Professional and Technical Engineers, Local 17,
8 to take effect upon signing by the Mayor and remain in effect through
9 August 31, 1983. The Memorandum is attached hereto and identified separately
10 as "Memorandum of Understanding by and between the City of Seattle and the
11 International Federation of Professional and Technical Engineers, Local 17,"
12 amending Appendix B of the collective bargaining agreement, for Professional,
13 Technical, Senior Business, Senior Professional, Recreation Specialist, Human
14 Relations Representative units, to add the titles of Land Use Specialist,
15 Associate Land Use Specialist and Senior Land Use Specialist.

16 Section 4. Pursuant to the terms of the Memorandum of Understanding
17 authorized in Section 3, the following base rates of pay, effective January 1,
18 1983, are here established:

19 Land Use Specialist	1869	1943	2020	2099	2186
20 Associate Land Use Specialist	2271	2368	2463	2558	2660
21 Senior Land Use Specialist	2713	2823	2936	3052	3170

22 Section 5. Incumbents in positions classified as Land Use Specialist,
23 Associate Land Use Specialist, and Senior Land Use Specialist, shall be com-
24 pensated pursuant to the terms of the Memorandum of Understanding authorized
25 in Section 3 and attached hereto.

26 Section 6. The Department of Construction and Land Use and the Depart-
27 ment of Community Development are hereby authorized to use unexpended and un-
28 encumbered funds accumulating in the budget to pay the compensation authorized
in Sections 4 and 5. The City Comptroller is authorized to draw and the City
Treasurer to pay the warrants drawn for the compensation authorized in Sec-
tions 4 and 5.

1 Section 7. Any ordinance insofar as inconsistent herewith is hereby
2 superseded.

3 Section 8. Execution and delivery of the Memorandum of Understanding
4 authorized in Section 1 hereof and any act consistent with the authority
5 and prior to the effective date of this ordinance are hereby ratified and
6 confirmed.

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Section .9... This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 5th day of July, 1983,
and signed by me in open session in authentication of its passage this 5th day of
July, 1983.

Frank Williams
President of the City Council.

Approved by me this 8th day of July, 1983.

Charles Roper
Mayor.

Filed by me this 8th day of July, 1983.

J. Hill
Attest: City Comptroller and City Clerk.

(SEAL)

Published _____

By *Theresa Dunbar*
Deputy Clerk.

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF SEATTLE

AND

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL
ENGINEERS, LOCAL 17

On January 20, 1983, after lengthy negotiations, a tentative agreement was reached between the City of Seattle and I.F.P.T.E., Local 17, whereby the City conditionally recognized Local 17 as exclusive collective bargaining agent for the proposed new classifications of Land Use Specialist; Land Use Specialist, Associate; and Land Use Specialist, Senior. The recognition and subsequent proposal dated February 7, 1983, which covers conditions of reclassification and accretion of Land Use Specialist classifications to the existing collective bargaining agreement, are contingent on Seattle City Council approval of the new classifications. Specifically, the parties have agreed to the following:

1. Add the classification of Land Use Specialist; Land Use Specialist, Associate; and Land Use Specialist, Senior; to the Technical Unit of the existing collective bargaining Agreement (effective through August 31, 1983) between the City of Seattle and Local 17.
2. (a) All pertinent provisions of Local 17/City of Seattle collective bargaining Agreement cited in Number 1 above (with the exception of paragraph (b) of Section 4 of Article VIII) shall apply to employees classified as Land Use Specialist; Land Use Specialist, Associate; and Land Use Specialist, Senior; commencing with the date the Mayor signs the ordinance adopting said classifications and their rates of pay.
- (b) The March 1, 1982, C.O.L.A. provision contained in Article VIII, Section 4(b) shall apply retrospectively to such employees employed in a land use capacity since March 1, 1982, who are not presently receiving the C.O.L.A., and who are reclassified to Land Use Specialist; Land Use Specialist, Associate; and Land Use Specialist, Senior; per Number 2(a) above.
- (c) For those employees involved in this reclassification who did not receive the September 1, 1982, increase as a result of these negotiations, the following will apply:

Effective September 1, 1982, such employees shall have their base wage rate, which was in effect on August 31, 1982, increased by 4.3%.

3. (a) The following rates of pay shall be effective commencing January 1, 1983:

Land Use Specialist	1869	1943	2020	2099	2186
Land Use Specialist, Associate	2271	2368	2463	2558	2660
Land Use Specialist, Senior	2713	2823	2936	3052	3170

(b) Effective January 1, 1983, all employees except those noted below involved in this reclassification shall move to the same step in the new salary range which is equivalent to the step they were in under their salaries in effect on December 31, 1982.

NOTE: Inasmuch as Koko Kobayashi's and Allan Sommarstrom's current salaries fall between steps of the new salary range, they shall be placed on the third and fifth step respectively on January 1, 1983. Greg Borba shall be placed on the fifth step of the new salary range on January 1, 1983 to compensate for step movement that should have been granted previously. Jeff Broadhead shall be placed on the second step of Associate Land Use Specialist level on January 1, 1983.

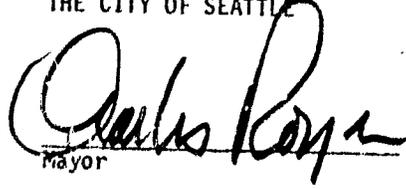
4. Employment in the positions of Land Use Specialist; Land Use Specialist, Associate; and Land Use Specialist, Senior; shall be in accordance with the pertinent articles of the Labor agreement with the understanding that Land Use Specialist, Associate, and Land Use Specialist, Senior, are assignment levels from the base class of Land Use Specialist and that such assignment shall be based on management's determination that the employee has the capability to perform at the required level and that a vacancy exists. (It should be noted that if the Union feels a member is working at one of the assignment levels without benefit of actual assignment, the issue could be resolved through a Work Outside of Classification grievance.)
5. Employees reclassified will have the same status in the new classification of Land Use Specialist; Land Use Specialist, Associate; or Land Use Specialist, Senior; as they had in their former class.

As authorized by Ordinance 111202, which was signed by the Mayor on July 6, 1983, this agreement is hereby entered into this 28th day of July, 1983.

INTERNATIONAL FEDERATION OF PROFESSIONAL
AND TECHNICAL ENGINEERS, LOCAL 17


Business Manager

THE CITY OF SEATTLE


Mayor

**Your
Seattle
Personnel Department**

Susan B. Pavlou, Personnel Director
Charles Royer, Mayor



August 1, 1983

TO: Virginia Miller
Assistant City Clerk

FROM: Everett S. Rosmith *ESR*
Director of Labor Relations

SUBJECT: Amendment to Labor Agreement with the International Federation
of Professional and Technical Engineers, Local 17

Enclosed is a signed copy of the Memorandum of Understanding amending the labor agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17. This amendment is executed by the City in accordance with Ordinance No. 111202.

Will you please return the duplicate copy of this memo with a notation of the file number assigned to the amendment.

ESR:sm

Enclosure

1983 AUG -3 10 12 25
CITY OF SEATTLE

CITY OF SEATTLE
PERSONNEL DEPARTMENT

CLASSIFICATION DETERMINATION

Date: January 1, 1983

Report No. 90-82 (ATTACHMENT)

POSITION IDENTIFICATION

Department: Construction and Land Use and Community Development
Classification Title: See Exhibit A
Ordinance Title: See Exhibit A
Position Number(s): See Exhibit A
1983 Budget Log No: N/A
Bargaining Unit: 004 and 030; will change to 004 Current Salary: See Exhibit B

RECOMMENDED ACTION

Classification Title: See Exhibit A
Ordinance Title: See Exhibit A
Legislation Required: Yes Recommended Salary: See Exhibit B
Remarks: See reverse for pertinent allocation factors

INCUMBENT STATUS

Incumbent: See Exhibit A
Current Standing: See Exhibit A
Recommended Standing: See Exhibit A
In recommended standing, incumbent status is:
X Regular; Probationary; Temporary (Exam Required)
Authority: Personnel Rule
X 2.2.200 (A); 2.2.200 (B); 2.2.200 (C)
Remarks: As per negotiated agreement.

Recommended By: Rosie M. Taylor *RT*
Classification Analyst

Approved: Karen Kennedy *KK* Compensation Supervisor
Erin A. Walsh *EA* Classification Director
Susan B. Pavlou *SP* Personnel Director

PERTINENT ALLOCATION FACTORS

With implementation of the Mayor's Reorganization Plan, a new Land Use Division, comprised of three sections including Land Use Review and Support Services, was established in the Department of Construction and Land Use. This reorganization involved the transfer of seven professional staff positions in the Environmental Management section of the Department of Community Development into these two sections. By effectively integrating planning and permit processing activities with enforcement functions, this consolidation has addressed significant operational procedural problems identified in the Mayor's Reorganization Plan.

The existing positions carrying out these consolidated functions, however, are assigned to three different titles. Program Coordinator (I & II) Environmental Specialist (Associate and Senior) and Environmental Analyst (Associate and Senior). This has created confusion in advertising position vacancies, in examining and selecting new employees, in resolving union membership issues, and in promoting employees to the higher paying positions.

In an effort to eliminate this confusion, and to establish a structured career ladder with entry-level professional positions, the Department of Construction and Land Use, has requested that these functions be consolidated into one class series with the base class of Land Use Specialist and two assignment levels, -- Associate Land Use Specialist and Senior Land Use Specialist. Besides providing employees with promotional opportunities, this will allow the Department more flexibility in recruiting women and minorities for entry-level professional positions. (See Land Use Specialist class series #2315101, #2315102 and #2315103 for class descriptions.)

The new class series will affect all Environmental Specialist positions City-wide. The duties and responsibilities assigned to the Environmental Specialist positions in other City departments were also reviewed to determine their appropriate allocation to the new series and to other class series.

To expedite the process for creating the new class series, the Personnel staff of Construction and Land Use, Community Development, and the Engineering Department, submitted Position Description Questionnaires, organizational flow charts, salary data, and additional written and verbal information to the Classification Division relative to the new class series. The information was reviewed by the Classification Division, the Compensation Unit, and the Labor Relations Unit to determine the appropriate position allocations, the appropriate salaries, and definitive assignment levels.

As a result of the analysis, the new class series, Land Use Specialist, and two assignment levels Associate and Senior were recommended, and the affected positions were allocated to their appropriate assignment levels.

Legislation is required to establish new ordinance and class titles for the series. The recommended salary ranges are: 28.0A for Land Use Specialist, 33.0A for Land Use Specialist, Associate, and 37.5A for Land Use Specialist, Senior.

/cs

ORDINANCE TITLE	POS. #	INCUMBENT	EXHIBIT A	RECOMMENDED ORDINANCE TITLE	INCUMBENT STANDING
			RECOMMENDED CLASSIFICATION		
Environmental Specialist, Sr.	11617	Elsie Hulsizer	Land Use Specialist, Senior	Land Use Specialist, Sr.	Land Use Specialist assg. Senior
" " "	14307	Jan Arntz-Richards	" " " "	" " " "	" " "
" " "	16857	Melody McCutcheon	" " " "	" " " "	" " "
Environmental Specialist	11559	Kermit Robinson	Land Use Specialist, Associate	Land Use Specialist, Assoc.	Land Use Specialist assg Associate
" "	11650	Hanette Hozeika	" " " "	" " " "	" " "
" "	11651	Ed Somers	" " " "	" " " "	" " "
" "	11654	Arthur Ward	" " " "	" " " "	" " "
" "	14274	Vacant	Land Use Specialist, Senior	Land Use Specialist, Senior	N/A
" "	18714	Diane Althaus	Land Use Specialist, Associate	Land Use Specialist, Associate	Land Use Specialist asso Associate
" "	18715	Leslie Durkee	Land Use Specialist, Associate	Land Use Specialist, Assoc.	" " "
" "	16063	Cliff Portman	Land Use Specialist, Associate	Land Use Specialist, Assoc.	" " "
Program Coordinator II	11624	Jimmy Barnes	" " " "	Land Use Specialist, Assoc.	" " "
" " "	11622	Greg Borba	" " " "	" " " "	" " "
" " "	11586	Hermia, Ip *PT	" " " "	" " " "	" " "
Environmental Specialist	19035	Vince Lyons	" " " "	Land Use Specialist, Assoc.	" " "
Environmental Analyst, Assoc.	110				
Environmental Specialist, Sr.	17586	Koko Kobayashi *PT	" " " "	Land Use Specialist, Assoc.	" " "
Environmental Specialist, Sr.	17587	Vacant *PT	Land Use Specialist, Senior	Land Use Specialist, Sr.	Land Use Specialist assg. Senior
" " "	17135	Rebecca Herzfeld	" " " "	" " " "	" " "
Environmental Analyst, Assoc.	15274	Allan Sommarstrom	Land Use Specialist, Assoc.	Land Use Specialist, Assoc.	Land Use Specialist assg Associate
Environmental Specialist	16303	Ed Schein	Land Use Specialist, Assoc.	Land Use Specialist, Assoc.	" " "

*Part-Time

EXHIBIT B

Current Salaries

<u>Title</u>	<u>Salary</u>
Environmental Specialist	2,099 - 2,186 - 2,271 - 2,368 - 2,463
Environmental Specialist, Sr.	2,713 - 2,823 - 2,936 - 3,052 - 3,170
Environmental Analyst, Assoc.	2,291 - 2,390 - 2,484 - 2,582
Program Coordinator II	2,271 - 2,368 - 2,463 - 2,558 - 2,660
Program Coordinator I	1,869 - 1,943 - 2,020 - 2,099 - 2,186

Recommended Salaries

<u>Title</u>	<u>Salary</u>
Land Use Specialist	1,869 - 1,943 - 2,020 - 2,099 - 2,186
Land Use Specialist, Assoc.	2,271 - 2,368 - 2,463 - 2,558 - 2,660
Land Use Specialist, Senior	2,713 - 2,823 - 2,936 - 3,052 - 3,170

City of Seattle

5196



Executive Department-Office of Management and Budget

Gary Zarker, Director
Charles Royer, Mayor

June 10, 1983

OFFICE OF MANAGER

JUN 15 1983

The Honorable Douglas Jewett
City Attorney
City of Seattle

Douglas H. Jewett
CITY ATTORNEY

Campbell / Tracy
Olney
HS

Dear Mr. Jewett:

The Mayor is proposing to the City Council that the enclosed legislation be adopted.

REQUESTING
DEPARTMENT: Personnel

SUBJECT: A Memorandum of Understanding with local 17, retitling and reclassifying and compensating positions in the Department of Construction and Land Use, and the Department of Community Development.

Pursuant to the City Council's S.O.P. 100-014, the Executive Department is forwarding this request for legislation directly to your office for review and drafting.

After reviewing this request and drafting appropriate legislation:

- (X) File the legislation with the City Clerk for formal introduction to the City Council as an Executive Request.
- () Do not file with City Council but return the proposed legislation to OMB for our review. Return to _____.

Sincerely,

Charles Royer
Mayor

By *Gumaine W. Lovington for*

GARY ZARKER
Budget Director

GZ/gwc/sc

Enclosure

cc: Susan B. Pavlou, Director, Personnel Department
William Justen, Director, Department of Construction and Land Use
I. Dean Mosier, Director, Department of Community Development

**Your
Seattle
Personnel Department**

Susan B. Pavlou, Personnel Director
Charles Royer, Mayor



June 3, 1983

JUN 8 1983

TO: City Council
City of Seattle

VIA: Mayor Charles Royer

Attention Gary Zarker, Director
Office of Management and Budget

FROM: Susan B. Pavlou
Personnel Director *ESR for SBP*

SUBJECT: Memorandum of Understanding Regarding Land Use Specialist, Land Use Specialist, Associate, and Land Use Specialist, Senior/Local 17, International Federation of Professional and Technical Engineers

Attached is an Ordinance that authorizes the Mayor to execute a Memorandum of Understanding between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17, regarding the new classifications of Land Use Specialist, Land Use Specialist, Associate and Land Use Specialist, Senior.

This issue started in July 1975, when the Civil Service Commission consolidated a number of non-represented positions (Senior Planning Administrative Aide - Program Coordinator I, II and III - Environmentalist - Community Planner - Senior Planner - Environmental Specialist), with a number of positions represented by Local 17, International Federation of Professional and Technical Engineers (Associate Environmental Analyst - Senior Environmental Analyst - Assistant Planner I), into a Civil Service title of Environmental Specialist, which had been created in August 1973. Most of the represented employees maintained the budget title of the represented position and continued their membership in Local 17.

With implementation of the Mayor's Reorganization Plan in 1980, a new Land Use Division, comprised of three sections including Land Use Review and Support Services, was established in the Department of Construction and Land Use. This reorganization involved the transfer of seven professional staff positions in the Environmental Management Section of the Department of Community Development into these two sections. By effectively integrating planning and permit processing activities with enforcement functions, the consolidation addressed significant operational procedural problems identified in the Mayor's Reorganization Plan.

City Council
June 3, 1983
Page Two

The positions carrying out these consolidated functions were assigned to three different titles: Program Coordinator (I and II), Environmental Specialist (Associate and Senior), and Environmental Analyst (Associate). This created confusion in advertising position vacancies, in examining and selecting new employees, in resolving union membership issues, and in promoting employees to the higher positions.

In an effort to eliminate this confusion and to establish a structured career ladder with entry level professional positions, the Department of Construction and Land Use has requested that these functions be consolidated into one class series with the base class of Land Use Specialist and two assignment levels - Associate Land Use Specialist and Senior Land Use Specialist. Besides providing employees with promotional opportunities, this will allow the Department more flexibility in recruiting women and minorities for entry level positions.

During the latter part of 1980, Local 17 raised the question of the City of Seattle eliminating the union's jurisdiction by reclassifying positions (Associate and Senior Environmental Analysts) out of their bargaining units. The Union also alleged violations of specific provisions of the labor agreement. After months of historical research and discussions with Local 17, the City granted conditional recognition to Local 17 on May 5, 1982, for the titles of Land Use Specialist, Associate Land Use Specialist and Senior Land Use Specialist.

The City then entered into negotiations with Local 17 on the issue of salary for the new titles and accretion into a bargaining unit, the results of which are contained in the Memorandum of Understanding.

The Department of Construction and Land Use has estimated the cost to be \$57,305 through December 31, 1983, \$21,834 of which would be General Fund liability.

If you have any questions on this matter, please call Everett S. Rosmith or Bill Hauskins at 2631.

SBP:bhm

Attachment