

ORDINANCE No. 118849

COUNCIL BILL No. 111961

AN ORDINANCE amending Seattle Municipal Code Section 4.20.040 and Section 4.20.080 to reflect the adoption of new compensation programs for certain exempt positions in the Legislative Department.

FILED
CITY CLERK
NOV 13 2 13
CITY CLERK

The City of

Honorable President:

Your Committee on _____

to which was referred the within Council report that we have considered the same

COMPTROLLER FILE No. _____

Introduced: NOV - 3 1997	By: DRAGO
Referred: NOV - 3 1997	To: FULL COUNCIL
Referred:	To:
Referred:	To:
Reported:	Second Reading:
Third Reading: DEC - 8 1997	Signed: DEC - 8 1997
Presented to Mayor: DEC - 9 1997	Approved: Not Signed by Mayor
Returned to City Clerk: 12/19/97	Published: full 9 pages
Vetoed by Mayor:	Veto Published:
Passed over Veto:	Veto Sustained:

ED

FILED

The City of Seattle--Legislative Department

SEP 17 PM 2:03

CITY CLERK

Date Reported
and Adopted

REPORT OF COMMITTEE

President:

Committee on _____

was referred the within Council Bill No. _____

that we have considered the same and respectfully recommend that the same:

Full Council 7-0 (Excused Chang, Cho)

FILED
SEP 19 PM 2:59
CITY CLERK

10

Committee Chair

ORDINANCE 118849

AN ORDINANCE amending Seattle Municipal Code Section 4.20.040 and Section 4.20.080 to reflect the adoption of new compensation programs for certain exempt positions in the Legislative Department.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Subsection A of Section **4.20.040, Time periods for automatic salary increases**, Seattle Municipal Code (Ordinance 97330 as amended) is further amended as follows:

A. An employee shall be granted the first automatic step increase in salary rate upon completion of six (6) months of service when hired at the first step of the salary range, and succeeding automatic step increases shall be granted after twelve (12) months of "actual service" from the date of eligibility for the last step increase to the maximum of the range; provided, that officers and employees in the following position classes shall be paid on the basis of the applicable criteria designated for each class, position, or program title:

Accountability Pay for Executives Program. The Personnel Director shall recommend to the City Council the assignment of included positions to and within one (1) of four (4) market groups. The appointing authority shall have the discretion to pay individual employees a salary within the recommended market group. The appointing authority may petition the Mayor for discretion to place individual employees in a market group other than the

1 recommended placement, and the Mayor is authorized to approve, deny or modify
2 such petitions, within the parameters of the Accountability Pay for Executives
3 Program, codified at Section 4.20.380 S.M.C. Subsequent increases ((~~of~~) or
4 modifications to the individual's base salary shall be in accordance with the Program.

5 Manager Compensation Program. The Personnel Director shall
6 recommend to the City Council the allocation of included positions to one (1) of three
7 (3) pay zones. The appointing authority shall have discretion to pay a Manager a
8 salary within the appropriate zone. Subsequent increases or modifications to an
9 individual's base salary shall be in accordance with the Program, codified at Section
10 4.20.400 S.M.C.

11 Strategic Advisor Compensation Program. The Personnel Director shall
12 recommend to the City Council the allocation of included positions to one (1) of three
13 (3) pay zones. The appointing authority shall have discretion to pay a Strategic
14 Advisor a salary within the appropriate zone. Subsequent increases or modifications
15 to an individual's base salary shall be in accordance with the Program, codified at
16 Section 4.20.420 S.M.C.

17 Strategic Advisor - Legislative. The appointing authority shall have the
18 discretion to pay a Strategic Advisor - Legislative a salary within the pay band
19 established by ordinance for the title.
20
21
22

1 Executive Manager - Legislative. The appointing authority shall have the
2 discretion to pay an Executive Manager - Legislative a salary within the pay band
3 established for the title.

4 Legislative Assistants. The City Councilmember to whom a
5 Legislative Assistant reports shall have discretion for salary placement and
6 modification, within the parameters of the base salary structure designed for the title.

7 Student Accountant and Planning Intern. The first step of the respective
8 salary range shall be paid to third-year college or university students and the second
9 step shall be paid to those who have completed their third year of such academic
10 training.

11 Student Engineer. The first step of the salary range shall be paid to
12 students who have actually commenced a course of studies leading to an engineering
13 degree, the second step to students who have completed their first year of such
14 studies, the third step to students who completed their second year, and the fourth
15 step to students who have completed the third year of such academic training.

16 Auto Machinist Apprentice, Electrician Constructor Apprentice, Lineman
17 Apprentice. Beginning apprentices shall receive the first step of the salary range
18 assigned to the class to which appointed and shall receive a salary step increase each
19 six (6) months unless otherwise recommended in writing by the Joint Advisory
20 Apprenticeship Committee and the Personnel Director and approved by the City
21 Council.

1 Assistant Corporate Counsel. Assistants Corporation Counsel shall be
2 paid such step in the salary range assigned to the position as may be determined by
3 the Corporation Counsel.

4 Job Trainee Program. Beginning trainees shall receive the first step of
5 the salary range assigned to the job class to which appointed and shall receive a
6 salary step increase each six (6) months unless otherwise recommended by the
7 Personnel Director

8 Recreation Personnel. Employees in temporary or intermitten positions
9 titled:

10 Recreation Leader

11 Recreation Attendant

12 Life Guard, Beach and Pool

13 Manager, Beach and Pool

14 Pianist

15 shall receive the salary step in the range assigned to the class in which employed as
16 determined by the Superintendent of Parks and Recreation, subject to approval by the
17 Budget Director.

18 Seasonal Tour Guides and Forest Guards. Employees filling seasonal
19 positions of Tour Guide or Forest Guard shall receive the first step of the salary range
20 assigned to the class for the first period of employment and
21
22
23
24

1 shall receive a step increase each additional season employed in such capacity until
2 the maximum salary step is reached.

3 **Section 2.** Section **4.20.080, Changes in incumbent status**, Seattle Municipal
4 Code (Ordinance 97330 as amended) is further amended as follows:

5 Salary step placement for employees affected by an employment action,
6 classification action, or compensation action shall be calculated as provided below,
7 except that incumbents in positions assigned to ~~((the Accountability Pay for~~
8 ~~Executives Program, the Manager Compensation Program, and the Strategic Advisors~~
9 ~~Compensation Program))~~ compensation programs under which the appointing
10 authority retains discretion for all base salary placement decisions shall be excluded
11 from the provisions of this Section for purposes of movement between positions in the
12 same program or ~~((among the remaining))~~ between two (2) such programs.

13 A. Transfers. An employee transferred to another position in the same
14 class or having an identical salary range shall continue to be compensated at the
15 same rate of pay until the combined service requirement is fulfilled for a step increase,
16 and shall thereafter receive step increases as provided in Section 4.20.040 until the
17 maximum step is reached.

18 B. Promotions. An employee appointed to a position in a class having a
19 higher maximum salary shall be paid at the appropriate step in the higher range which
20
21
22
23
24

1 shall result in an increase in pay equivalent to at least one (1) salary step; provided
2 that such increase shall not exceed the maximum step established for the higher

3 paying position; provided further that this provision shall apply only to appointments of
4 employees from regular full-time positions and shall not apply to appointments from
5 positions designated as "intermittent" or "as needed," not to temporary assignments
6 providing pay "over regular salary while so assigned."

7 C. Demotions. An employee demoted because of inability to meet
8 established performance standards from a regular full-time position to a position in a
9 class having a lower salary range shall be paid the salary step in the lower range
10 determined as follows:

11 1. If the rate of pay received in the higher class is above the
12 maximum salary for the lower class, the employee shall receive the maximum salary
13 of the lower range;

14 2. If the rate of pay received in the higher class is within the salary
15 range for the lower class, the employee shall receive that salary rate for the lower
16 class which, without increase, is nearest to the salary rate to which such employee
17 was entitled in the higher class; provided that the employee shall receive not less than
18 the minimum salary of the lower range.

19 An employee reduced because of organizational change or reduction in
20 force from a regular full-time position to a position in a class having a lower salary
21

1 range shall be paid the salary rate of the lower range which is nearest to the salary
2 rate to which he was entitled in his former position without reduction provided that
3 such salary shall in no event exceed the maximum salary of the lower range.

4 If an employee who has completed twenty-five (25) years of City service and
5 who within five (5) years of a reduction in lieu of layoff to a position in a class having a
6 lower salary range is again reduced in lieu of layoff to a position in a class having a
7 lower salary range, such employee shall receive the salary he or she was receiving
8 prior to such second reduction as an "incumbent" for so long as he or she remains in
9 such position or until the regular salary for the lower class exceeds the incumbent rate
10 of pay.

11 D. Reclassifications. When a position is reclassified by ordinance to a new
12 or different class having a different salary range the employee occupying the position
13 immediately prior to and at the time of the reclassification shall receive the salary rate
14 which shall be determined in the same manner as for a promotion; provided, that if the
15 employee's salary prior to reclassification is higher than the maximum salary of the
16 range for such new or different class, he shall continue to receive such higher salary
17 as an "incumbent" for so long as he remains in such position or until the regular salary
18 for the classification exceeds the "incumbent" rate of pay.

19 E. Change in the Number of Steps Assigned to a Salary Range. When the
20 number of steps in a salary range is increased, the incumbent of a position affected by
21

1 such change shall receive the salary step of the new salary range which has the same
2 relationship to the maximum of such new range as the step received in the prior range
3 had to the maximum of such prior range.

4 When the number of steps in a salary range is reduced, the incumbent of a
5 position affected by such change shall receive the salary step of the new range as if
6 such new range had been in effect at the time of appointment to the position.

7 **Section 3.** Any acts made consistent with the authority and prior to the effective
8 date of this ordinance are hereby ratified and confirmed.

9 **Section 4.** This ordinance shall take effect and be in force thirty (30) days from and
10 after its passage and approval; but if not approved by the Mayor with ten (10) days of
11 its presentation, it shall take effect in accordance with Municipal Code 1.04.020.

12
13 PASSED by the City Council of the City of Seattle this 8th day of
14 December, 1997, and signed by me in open session in
15 authentication of its passage this 8th day of December, 1997

16
17 [Signature]
President _____ of the City Council

18 Approved by me this _____ day of _____, 1997.

19 [Signature] [Signature] [Signature]
Mayor *see note below (pg 9)*

20 Filed by me this 19 day of December, 1997.

21 [Signature]
22
23
24

City Clerk

1 (Seal)

2
3
Mayor Rice returned this item of legislation unsigned, saying that he could not support it because of differences between the programs contained herein for the Legislative Department and the compensation structure that had been approved for Executive Departments. Mayor Rice's memo is attached.


City Clerk

12/19/97
Date

8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

Office of the Mayor
City of Seattle

Norman B. Rice, Mayor

FILED
CITY OF SEATTLE

97 DEC 19 PM 2:30

CITY CLERK



December 18, 1997

Honorable Jan Drago, President, Seattle City Council
Honorable Members of the Seattle City Council
600 Fourth Avenue, Suite 1100
Seattle, WA 98104

Dear Council President Drago and Members of the City Council:

The Council recently voted to approve three ordinances related to compensation for certain exempt positions in the Legislative Department. To some extent, two of the programs are modeled on the APEX, Managers, and Strategic Advisors compensation structure for Executive departments. However, the Legislative programs contain differences that make it difficult for me to support them. After reviewing the contents of these three pieces of legislation, I have made the decision that I will return them unsigned to become law in accordance with SMC 1.04.020.

My decision is based on the following considerations:

1. Council directed that the APEX, Managers, and Strategic Advisors programs include involvement by the Personnel Director as well as the City Council. This involvement is intended not only to provide the appointing authorities with assistance as the programs are implemented, but also ensures that the process continues in a consistent way across the City. Language instituting this involvement is clearly stated in the ordinances establishing the Executive compensation programs. I am dismayed that Council did not require the development of similar guidelines prior to adoption of the Legislative programs.
2. The development of the APEX, Managers, and Strategic Advisors programs included a thorough review of recruitment guidelines and salary levels in comparative markets. The results of this research, for which an outside consultant was engaged, led to the subdivision of broad pay bands into pay zones and market groups before passage of the APEX, Manager, and Strategic Advisor programs. The Legislative programs eschew this approach and give the Legislative Department complete discretion for salary placement within one of two very substantial (137%) pay bands. The Legislative programs would permit an appointing authority to approve a salary for the Administrative Director or City Clerk that is as high as the salary for Police Chief, Fire Chief, or City Light Superintendent, and would not require any market-driven, recruiting, or retention justification for doing so.

The City generally has recognized that job size is a significant element in setting pay and has incorporated this principle into the new compensation structures for executives, managers and strategic advisors. It would not be fitting to set base pay for specially selected positions within the Legislative Department at a substantially higher level than other City jobs with the same degree of responsibility and strategic significance. Yet, the ordinances as written would permit this to occur.

3. The APEX, Managers, and Strategic Advisors programs, while affecting different levels of positions, are nonetheless consistent in how they are to be applied. The Legislative compensation programs are not. The programs for Executive Managers and Legislative Strategic Advisors are similar; a completely different program applies to Legislative Assistants. The latter includes provisions for cost of living adjustments that Councilmembers may use at their discretion, which is a significant departure from the other compensation programs.
4. The APEX, Managers, and Strategic Advisors programs were developed very much in the public eye. We convened focus groups, invited employees to participate on steering committees, provided newsletter updates to affected parties, and convened a series of brown-bag lunch meetings for final review and feedback. The City Council's Technology and Labor Policy Committee held a public hearing prior to considering adoption of the programs. All of these activities were appropriate -- not just because affected employees had a right to know, but because all City employees and the public have a right to be informed of, and to question, how the City is utilizing and compensating its human resources. In comparison, the Legislative Department chose to develop and adopt its compensation programs without the benefit of such public scrutiny and input. I cannot endorse this decision.

While I do understand that guidelines for allocation to the bands are expected to be developed prior to implementation and that those guidelines may address some of my concerns, the fact remains that no such guidelines will be in place once the ordinances take effect. When you do embark on developing guidelines, I respectfully request that you keep clearly in mind that the City is a single employer. I am not opposed to departments tailoring compensation plans to meet their special needs, but the relationship to the City's compensation philosophy and structure should be apparent. For example, the City has decided to emphasize performance-based pay for executives, managers, and strategic advisors. I would hope that a specially tailored plan to emphasize service-based pay progression for a similarly situated group of Legislative Department employees would not arise without a very compelling and publicly articulated reason to do so.

My decision not to sign these ordinances does not come lightly. We worked hard as a City on the APEX, Managers, and Strategic Advisors program in order to ensure that its

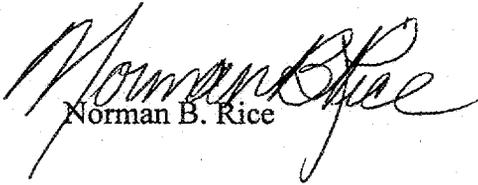
Council President Drago

December 18, 1997

Page 3

intent was clear and that it met our goals of increasing accountability among high-level City staff. I share with you the desire to see the same goals achieved in the Legislative Department. I hope that the guidelines you develop for how these ordinances are to be implemented can provide the strong direction that I do not see today, and that I think is essential.

Sincerely,


Norman B. Rice



ORDINANCE

AN ORDINANCE amending Seattle Municipal Code Section 4.20.040 and Section 4.20.080 to reflect the adoption of new compensation programs for certain exempt positions in the Legislative Department.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Subsection A of Section 4.20.040, **Time periods for automatic salary increases**, Seattle Municipal Code (Ordinance 97330 as amended) is further amended as follows:

A. An employee shall be granted the first automatic step increase in salary rate upon completion of six (6) months of service when hired at the first step of the salary range, and succeeding automatic step increases shall be granted after twelve (12) months of "actual service" from the date of eligibility for the last step increase to the maximum of the range; provided, that officers and employees in the following position classes shall be paid on the basis of the applicable criteria designated for each class, position, or program title:

Accountability Pay for Executives Program. The Personnel Director shall recommend to the City Council the assignment of included positions to and within one (1) of four (4) market groups. The appointing authority shall have the discretion to pay individual employees a salary within the recommended market group. The appointing authority may petition the Mayor for discretion to place individual employees in a market group other than the

recommended placement, and the Mayor is authorized to approve, deny or modify such petitions, within the parameters of the Accountability Pay for Executives Program, codified at Section 4.20.380 S.M.C. Subsequent increases ((of)) or modifications to the individual's base salary shall be in accordance with the Program.



Manager Compensation Program. The Personnel Director shall recommend to the City Council the allocation of included positions to one (1) of three (3) pay zones. The appointing authority shall have discretion to pay a Manager a salary within the appropriate zone. Subsequent increases or modifications to an individual's base salary shall be in accordance with the Program, codified at Section 4.20.400 S.M.C.

Strategic Advisor Compensation Program. The Personnel Director shall recommend to the City Council the allocation of included positions to one (1) of three (3) pay zones. The appointing authority shall have discretion to pay a Strategic Advisor a salary within the appropriate zone. Subsequent increases or modifications to an individual's base salary shall be in accordance with the Program, codified at Section 4.20.420 S.M.C.

Strategic Advisor - Legislative. The appointing authority shall have the discretion to pay a Strategic Advisor - Legislative a salary within the pay band established by ordinance for the title.

Executive Manager - Legislative. The appointing authority shall have the discretion to pay an Executive Manager - Legislative a salary within the pay band established for the title.

Legislative Assistants. The City Councilmember to whom a Legislative Assistant reports shall have discretion for salary placement and modification, within the parameters of the base salary structure designed for the title.

Student Accountant and Planning Intern. The first step of the respective salary range shall be paid to third-year college or university students and the second step shall be paid to those who have completed their third year of such academic training.

Student Engineer. The first step of the salary range shall be paid to



students who have actually commenced a course of studies leading to an engineering degree, the second step to students who have completed their first year of such studies, the third step to students who completed their second year, and the fourth step to students who have completed the third year of such academic training.

Auto Machinist Apprentice, Electrician Constructor Apprentice, Lineman Apprentice. Beginning apprentices shall receive the first step of the salary range assigned to the class to which appointed and shall receive a salary step increase each six (6) months unless otherwise recommended in writing by the Joint Advisory Apprenticeship Committee and the Personnel Director and approved by the City Council.

Assistant Corporate Counsel. Assistants Corporation Counsel shall be paid such step in the salary range assigned to the position as may be determined by the Corporation Counsel.

Job Trainee Program. Beginning trainees shall receive the first step of the salary range assigned to the job class to which appointed and shall receive a salary step increase each six (6) months unless otherwise recommended by the Personnel Director

Recreation Personnel. Employees in temporary or intermitten positions titled:

Recreation Leader

Recreation Attendant

Life Guard, Beach and Pool

Manager, Beach and Pool

Pianist

shall receive the salary step in the range assigned to the class in which employed as determined by the Superintendent of Parks and Recreation, subject to approval by the



Budget Director.

Seasonal Tour Guides and Forest Guards. Employees filling seasonal positions of Tour Guide or Forest Guard shall receive the first step of the salary range assigned to the class for the first period of employment and

shall receive a step increase each additional season employed in such capacity until the maximum salary step is reached.

Section 2. Section 4.20.080, **Changes in incumbent status**, Seattle Municipal Code (Ordinance 97330 as amended) is further amended as follows:

Salary step placement for employees affected by an employment action, classification action, or compensation action shall be calculated as provided below, except that incumbents in positions assigned to ~~((the Accountability Pay for Executives Program, the Manager Compensation Program, and the Strategic Advisors Compensation Program))~~ compensation programs under which the appointing authority retains discretion for all base salary placement decisions shall be excluded from the provisions of this Section for purposes of movement between positions in the same program or ~~((among the remaining))~~ between two (2) such programs.

A. Transfers. An employee transferred to another position in the same class or having an identical salary range shall continue to be compensated at the same rate of pay until the combined service requirement is fulfilled for a step increase, and shall thereafter receive step increases as provided in Section 4.20.040 until the maximum step is reached.

B. Promotions. An employee appointed to a position in a class having a higher maximum salary shall be paid at the appropriate step in the higher range which shall result in an increase in pay equivalent to at least one (1) salary step; provided that such increase shall not exceed the maximum step established for the higher



paying position; provided further that this provision shall apply only to appointments of employees from regular full-time positions and shall not apply to appointments from positions designated as "intermittent" or "as needed," not to temporary assignments providing pay "over regular salary while so assigned."

C. Demotions. An employee demoted because of inability to meet established performance standards from a regular full-time position to a position in a class having a lower salary range shall be paid the salary step in the lower range determined as follows:

1. If the rate of pay received in the higher class is above the maximum salary for the lower class, the employee shall receive the maximum salary of the lower range;

2. If the rate of pay received in the higher class is within the salary range for the lower class, the employee shall receive that salary rate for the lower class which, without increase, is nearest to the salary rate to which such employee was entitled in the higher class; provided that the employee shall receive not less than the minimum salary of the lower range.

An employee reduced because of organizational change or reduction in force from a regular full-time position to a position in a class having a lower salary range shall be paid the salary rate of the lower range which is nearest to the salary rate to which he was entitled in his former position without reduction provided that such salary shall in no event exceed the maximum salary of the lower range.

If an employee who has completed twenty-five (25) years of City service and who within five (5) years of a reduction in lieu of layoff to a position in a class having a lower salary range is again reduced in lieu of layoff to a position in a class having a lower salary range, such employee shall receive the salary he or she was receiving prior to such second reduction as an "incumbent" for so long as he or she remains in



such position or until the regular salary for the lower class exceeds the incumbent rate of pay.

D. **Reclassifications.** When a position is reclassified by ordinance to a new or different class having a different salary range the employee occupying the position immediately prior to and at the time of the reclassification shall receive the salary rate which shall be determined in the same manner as for a promotion; provided, that if the employee's salary prior to reclassification is higher than the maximum salary of the range for such new or different class, he shall continue to receive such higher salary as an "incumbent" for so long as he remains in such position or until the regular salary for the classification exceeds the "incumbent" rate of pay.

E. **Change in the Number of Steps Assigned to a Salary Range.** When the number of steps in a salary range is increased, the incumbent of a position affected by such change shall receive the salary step of the new salary range which has the same relationship to the maximum of such new range as the step received in the prior range had to the maximum of such prior range.

When the number of steps in a salary range is reduced, the incumbent of a position affected by such change shall receive the salary step of the new range as if such new range had been in effect at the time of appointment to the position.

Section 3. Any acts made consistent with the authority and prior to the effective date of this ordinance are hereby ratified and confirmed.

Section 4. This ordinance shall take effect and be in force thirty (30) days from and after its passage and approval; but if not approved by the Mayor with ten (10) days of its presentation, it shall take effect in accordance with Municipal Code 1.04.020.

PASSED by the City Council of the City of Seattle this _____ day of

_____, 1997, and signed by me in open session in authentication



of its passage this _____ day of _____, 1997

President _____ of the City Council

Approved by me this _____ day of _____, 1997

Mayor

Filed by me this _____ day of _____, 1997.

City Clerk

(Seal)

[A large, dark, diagonal scribble or signature mark covers the right side of the page, extending from the top right towards the bottom left.]

TIME AND DATE STAMP

SPONSORSHIP

THE ATTACHED DOCUMENT IS SPONSORED FOR FILING WITH THE CITY COUNCIL BY THE MEMBER(S) OF THE CITY COUNCIL WHOSE SIGNATURE(S) ARE SHOWN BELOW:

Law Prago

FOR CITY COUNCIL PRESIDENT USE ONLY

COMMITTEE(S) REFERRED TO: _____

PRESIDENT'S SIGNATURE

STATE OF WASHINGTON - KING COUNTY

88157
City of Seattle, City Clerk

—ss.

No. **ORDINANCE IN**

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

ORD: 118849

was published on
01/02/98

The amount of the fee charged for the foregoing publication is the sum of \$ _____, which amount has been paid in full.

[Signature]

Subscribed and sworn to before me on
01/02/98
[Signature]

Notary Public for the State of Washington
residing in Seattle

**Estate of
JACK W. MACKENZIE
SUPERIOR COURT OF
Washington, County of King.
Estate of Jack W. Mackenzie,
Deceased. No. 97-4-05686-
SEA. Notice to Creditors.**

The personal representative named below has been appointed and has qualified as personal representative of this estate. Persons having claims against the decedent must, prior to the time such claims would be barred by any otherwise applicable statute of limitations, serve their claims on the personal representative or the attorney of record at the address stated below and file an executed copy of the claim with the Clerk of this Court within four months after the date of first publication of this notice or within four months after the date of the filing of the copy of this Notice with the Clerk of the Court, whichever is later or, except under those provisions included in RCW 11.40.011 or 11.40.013, the claim will be forever barred. This bar is effective as to claims against both probate assets and non-probate assets of the decedent.

Date of filing copy of Notice to Creditors with Clerk of Court: December 18, 1997.

Date of first publication: December 19, 1997.

MARTHA JEAN BECKER
Address: 12830 SE 45th Pl.,
Bellevue, WA 98006-2031.
Attorney for Estate: **JOHN C.
O'ROURKE** Address: P. O. Box
98741, Des Moines, WA 98198.
Phone: (206) 824-2802. Fax:
(206) 878-4256. 1/2(87870)

NOTICE TO CREDITORS

**Estate of
TYCE F. WAGNER
SUPERIOR COURT OF
Washington for King County.**

In re the Estate of Tyce Fabian Wagner, Deceased. No. 97-4-04478-0SEA. Notice to Creditors.

The Personal Representative named below has been appointed and has qualified as Personal Representative of this estate. Persons having claims against the decedent must, prior to the time such claims would be barred by any otherwise applicable statute of limitations, serve their claims on the Personal Representative or the attorney of record at the address stated below and file an executed copy of the claim with the Clerk of this Court within four months after the date of first publication of this notice or within four months after the date of filing of the copy of this Notice with the Clerk of the Court, whichever is later or,

except under those provisions included in RCW 11.40.011 or 11.40.013, the claim will be forever barred. This bar is effective as to claims against both the probate assets and the non-probate assets of the decedent.

Date of filing copy of Notice to Creditors with Clerk of the Court: The 17th day of December, 1997.

Date of first publication: The 18th day of December, 1997.

BETTY MITTELSTAEDT,
Personal Representative.
**REGEIMBAL & CASTAGNA,
PLLC.** By: **MICHAEL V.
REGEIMBAL**, WSBA No.
20031, Attorney for the Personal Representative, P. O. Box 98702, Des Moines, WA 98198, (206) 824-9808, Fax (206) 824-3755. 1/2(87805)

NOTICE TO CREDITORS

**Estate of
GLADYS E. ADAN
IN THE SUPERIOR COURT
of the State of Washington in
and for the County of King.**

Estate of Gladys E. Adan, Deceased. No. 97-4-05405-1SEA. Notice to Creditors (RCW 11.40.010 & 015).

The Personal Representative named below has been appointed and has qualified as Personal Representative of this estate. Persons having claims against the decedent must, prior to the time such claims would be barred by any otherwise applicable statute of limitations, serve their claims on the Personal Representative or the attorney of record at the address stated below and file an executed copy of the claim with the Clerk of this Court within four months after the date of first publication of this notice or within four months after the date of the filing of the copy of this Notice with the Clerk of the Court, whichever is later or, except under those provisions included in RCW 11.40.011 or 11.40.013, the claim will be forever barred. This bar is effective as to claims against both the probate assets and non-probate assets of the decedent.

Date of filing copy of Notice to Creditors: December 3, 1997.

Date of first publication: December 18, 1997.

PR. ALFRED W. ADAN,
JAMES G. LEACH, WSBA
#1382, Attorney for the Estate,
1015 N. E. 113th, Seattle,
Washington 98125. (206) 367-4117. 1/2(87806)

FAMILY