

Ordinance No. 119033

Council Bill No. 112186

The City of Seattle
Council Bill/Ordinance

AN ORDINANCE relating to compensation for performance of out-of-class duties, retitling and amending Seattle Municipal Code Section 4.20.300; and establishing a new Subsection A to include definitions; creating new titles and pay rates for out-of-class assignments to Manager and Strategic Advisor classifications.

passed 4-0 Mass

6-8-98 FULL

CF No. _____

Date Introduced: <u>MAY 26 1998</u>	
Date 1st Referred: <u>MAY 26 1998</u>	To: (committee) <u>Finance & Budget Committee</u>
Date Re - Referred:	To: (committee)
Date Re - Referred:	To: (committee)
Date of Final Passage:	Full Council Vote:
Date Presented to Mayor: <u>6-8-98</u>	Date Approved: <u>6-16-98</u>
Date Returned to City Clerk: <u>6-17-98</u>	Date Published: <u>T.O. FT. <u>Payato</u></u>
Date Vetted by Mayor:	Date Veto Published:
Date Passed Over Veto:	Veto Sustained:

This file is complete and ready

MC Law Department

Law Dept. Review

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by:

CHOE

Councilmember

Committee Action:

000040 *Masha Choe*

898 Full Council Action: *PASSED 7-0*

(Excused: Choe, Steinbreck)

This file is complete and ready for presentation to Full Council. Committee: _____

(Initial/date)

Law Department

Law Dept. Review

OHP
Review

(initials)
City Clerk
Review

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ORDINANCE 119033

AN ORDINANCE relating to compensation for performance of out-of-class duties, retitling and amending Seattle Municipal Code Section 4.20.300; and establishing a new subsection A to include definitions; creating new titles and pay rates for out-of-class assignments to Manager and Strategic Advisor classifications.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Seattle Municipal Code Section 4.20.300, Ordinance 97330 as amended, is hereby retitled and further amended as follows:

4.20.300 Payment for performance of out-of-class and limited term assignment duties.

A. Definitions

1. “Limited term assignment” shall mean the temporary assignment of duties and responsibilities typically associated with one position to the incumbent (“assignee”) of another position when the assignee’s position is allocated to the Manager or Strategic Advisor classification and compensation programs.

2. “Out-of-class assignment” shall mean the temporary assignment of duties and responsibilities associated with a higher-paid position to the incumbent of a lower-paid position when the incumbent’s position is not included in the Manager, Strategic Advisor, or APEX programs.

3. “Proper authority” shall be the appointing authority or his or her designated management representative.

4. “Threshold” shall mean the amount of time an employee must perform out-of-class or limited term assignment duties prior to being compensated for the

1 performance of those duties. The threshold shall consist of consecutive work hours or work
2 days. The threshold must be satisfied for each out-of-class or limited term assignment.

3 B. Except as otherwise provided in authorized collective bargaining agreements,
4 qualified employees assigned by proper authority to perform the ongoing duties and accept
5 the responsibilities of a higher-paid classification or position in order to avoid a significant
6 interruption of work or services shall be paid ~~((at the rate established for such higher paid~~
7 ~~classification as in promotion))~~ as provided herein while performing such duties. Each out-
8 of-class or limited term assignment is limited to six (6) months unless an extension is
9 approved by the appointing authority. Appropriate reasons for ~~((considering))~~ the
10 assignment of out-of-class or limited term assignment duties include:

- 11 1. Absence of a position incumbent;
- 12 2. Peak workload periods;
- 13 3. Position vacancy; or
- 14 4. Completion of a special project.

15 ~~((B. — An employee whose primary job title is eligible for overtime pay shall~~
16 ~~perform the ongoing duties of a higher paid classification for a minimum of four (4)~~
17 ~~consecutive hours to be eligible for the higher pay rate. An employee whose primary job~~
18 ~~title is not eligible for overtime shall perform such duties for a minimum of two (2)~~
19 ~~consecutive weeks to be eligible for the higher pay rate.))~~

20 C. An employee whose regular position is not included in the APEX, Manager
21 or Strategic Advisor programs may be assigned to work out-of-class in a higher-paid
22 position that is not included in the APEX, Manager or Strategic Advisor programs; or may
23 be assigned to work out-of-class in a position that is allocated to a Manager or Strategic
24 Advisor classification. Unless approved by the Classification and Compensation Director of

1 the Personnel Division of the Executive Services Department, an employee who is not a
2 Manager or Strategic Advisor may not be assigned to work out-of-class in an APEX
3 position.

4 1. Payment for the out-of-class assignment shall be determined as in
5 promotion (Seattle Municipal Code Section 4.20.080, Subsection B).

6 2. The threshold for payment of an out-of-class rate of pay is four (4)
7 hours for hourly employees and ten (10) days for salaried employees.

8 ~~((1-))~~ 3. Hours worked in an out-of-class assignment ~~((, including any~~
9 ~~hours in an assignment that was in effect on January 20, 1996,))~~ will be credited toward
10 salary step placement in the event the employee who was so assigned is promoted, or his or
11 her position reclassified, to the same class as the out-of-class assignment, within twelve (12)
12 months of the end of such out-of-class assignment; except that hours worked in an out-of-
13 class assignment to a Manager or Strategic Advisor classification shall not be counted
14 toward salary placement in the event of promotion or reclassification to a Manager or
15 Strategic Advisor classification.

16 ~~((2.))~~ 4. For each consecutive twelve (12) month period that ((When)) an
17 employee is assigned to perform the same out-of-class duties on a full-time, continuous basis
18 ((for twelve (12) months or longer)), he or she will receive a step increment in the higher
19 salary range; provided, that he or she has not already received an increment because of
20 increases to the primary pay rate; provided further, that such increment does not exceed the
21 top step of the higher salary range. ((This provision shall apply to any hours worked in a
22 continuous assignment prior to January 20, 1996 when such assignment was still in effect on
23 January 20, 1996, and shall apply to all assignments made on or after January 20, 1996.))

1 D. A Manager or Strategic Advisor may be assigned by proper authority to
2 perform some or all of the duties associated with another classification or position on a
3 limited term assignment. The appointing authority may grant a temporary increase to the
4 employee's base salary to compensate him or her for the limited term assignment, but may
5 not exceed the maximum of the pay zone to which the employee's regular position is
6 allocated; provided, that such employee may be given a limited term assignment to a
7 position assigned to the Accountability Pay for Executives (APEX) Program and paid at the
8 minimum rate of the appropriate market group if such minimum rate exceeds his or her
9 normal rate of pay. The threshold for compensation for a limited term assignment is ten (10)
10 days.

11 ~~((C. — When an employee or officer serves as acting head of a department or office,~~
12 ~~payment for the performance of such higher duties shall be as follows:~~

13 1. — ~~If the employee or officer is the highest ranking unsubordinated~~
14 ~~employee, he or she shall receive his or her regular salary, plus, for all hours worked as~~
15 ~~acting head, the difference between his or her regular salary and the lowest step of the higher~~
16 ~~position.~~

17 2. — ~~If the Mayor designates someone other than the highest ranking~~
18 ~~unsubordinated employee to be acting department or office head, the rate of compensation~~
19 ~~will be calculated as in promotion.~~

20 ~~D. — Compensation for acting head assignments will be paid for up to twelve (12)~~
21 ~~months after the occurrence of a vacancy. An acting head assignment may continue for up~~
22 ~~to ninety (90) days of any City Council rejection of a nomination to fill a department or~~
23 ~~office head vacancy and will terminate when such vacancy is filled on a permanent basis.~~

1 ~~E. An employee who is assigned to perform in an acting capacity the duties, and~~
2 ~~to accept the responsibilities, of the principal staff assistant to any multi-member City~~
3 ~~administrative board or commission, will be compensated as in SMC Section 4.20.300 A.)~~

4 E. An employee who holds an APEX position may be temporarily assigned
5 additional duties normally associated with another APEX position in the same or different
6 market group. Except when such assignment is to be acting head of an employing unit, there
7 shall be no adjustment of the base salary.

8 E. Any employee may be designated by proper authority to be acting head of an
9 employing unit for up to twelve (12) months following the occurrence of a vacancy, and for
10 up to ninety (90) days after a City Council rejection of a nomination to fill the vacancy. An
11 employee so assigned shall be paid the minimum rate of the market group to which the
12 vacant position is assigned; provided, that application of this provision shall not result in a
13 pay reduction.

14 **Section 2.** The following titles and pay rates are established effective June 1, 1998 for the
15 out-of-class assignment of employees in positions not allocated to Manager or Strategic
16 Advisor to Manager or Strategic Advisor positions:

17 Pay Zone 1A OOC: \$21.33 - \$21.77 - \$22.21 - \$22.65 - \$23.09 - \$23.53

18 Pay Zone 1B OOC: \$23.97 - \$24.41 - \$24.85 - \$25.29 - \$25.73 - \$26.17

19 Pay Zone 1C OOC: \$26.61 - \$27.05 - \$27.49 - \$27.93 - \$28.37 - \$28.79

20 Pay Zone 2A OOC: \$25.20 - \$25.72 - \$26.24 - \$26.76 - \$27.28 - \$27.80

21 Pay Zone 2B OOC: \$28.32 - \$28.84 - \$29.36 - \$29.88 - \$30.40 - \$30.92

22 Pay Zone 2C OOC: \$31.44 - \$31.96 - \$32.48 - \$33.00 - \$33.52 - \$34.02

23 Pay Zone 3A OOC: \$29.08 - \$29.68 - \$30.28 - \$30.88 - \$31.48 - \$32.08

24 Pay Zone 3B OOC: \$32.68 - \$33.28 - \$33.88 - \$34.48 - \$35.08 - \$35.68

25 Pay Zone 3C OOC: \$36.28 - \$36.88 - \$37.48 - \$38.08 - \$38.68 - \$39.26

26 The pay rates associated with these titles will be adjusted as a result of the biennial market

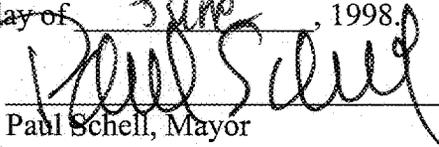
27 adjustment to the Manager and Strategic Advisor Pay Zones. These titles are not eligible for

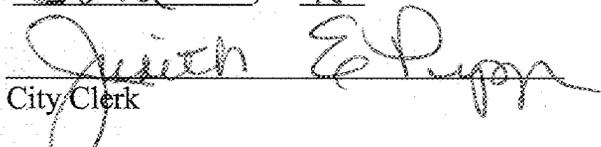
1 any other cost-of-living adjustment. These titles are for regular out-of-class use only and
2 shall not be used for the assignment of intermittent employees to a Manager or Strategic
3 Advisor title.

4 Section 3. This ordinance shall take effect and be in force thirty (30) days from and
5 after its approval by the Mayor, but if not approved and returned by the Mayor within ten
6 (10) days after presentation, it shall take effect as provided by Municipal Code Section
7 1.04.020.

8
9 Passed by the City Council the 8th day of June, 1998, and signed by
10 me in open session in authentication of its passage this 8th day of June,
11 1998.

12 
13 _____
14 President of the City Council

15 Approved by me this 16th day of June, 1998.
16 
17 _____
18 Paul Schell, Mayor

19
20 Filed by me this 17 day of June, 1998.
21 
22 _____
23 City Clerk
24

(SEAL)



City of Seattle

Paul Schell, Mayor

Executive Services Department

Dwight D. Dively, Director

May 1, 1998

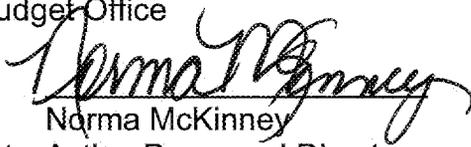
MEMORANDUM

TO: The Honorable Sue Donaldson, President
Seattle City Council

Via: Elaine Marklund, City Budget Office

FROM:


Dwight Dively, Director
Executive Services Department


Norma McKinney
Acting Personnel Director

SUBJECT: Proposed Amendment to Seattle Municipal Code Section 4.20.300

The attached council bill proposes an amendment to Seattle Municipal Code Section 4.20.300, *Payment for Out-of-class duties*, to reflect the recent adoption of the APEX, Managers and Strategic Advisors Programs. These programs provided for a much broader description of individual jobs, compared to our regular classification system, and for appointing authority discretion to set base salary. As a result of those changes, we find that our traditional method of recognizing work outside of classification is no longer workable.

This legislation provides for the regular out-of-class assignment to Manager and Strategic Advisor titles of employees appointed to positions that are not allocated to Manager and Strategic Advisor. In order to facilitate salary placement on an out-of-class basis, we are proposing the adoption of nine new "out-of-class" titles and salary ranges. The ranges, three for each Manager/Strategic Advisor pay zone, will permit departments to set out-of-class pay for these assignments using the same formula as for any out-of-class assignment to a regular classification. All other conditions of and compensation for out-of-class will remain the same as well, except that an employee will not receive credit toward salary step placement in the new title if his or her position is reclassified to, or he or she is promoted to, a Manager or Strategic Advisor classification following an out-of-class assignment thereto. Because the appointing authority has discretion for setting base pay in these programs, it would be inconsistent to retain a rule that mandates credit for salary placement.

Regularly classified employees who work out-of-class in a Manager or Strategic Advisor classification will not be eligible for variable performance pay at this time. We believe that it is critical that departments have the opportunity to get their

The Honorable Sue Donaldson
Proposed Amendment to SMC 4.20.300
May 1, 1998
Page two

variable performance pay programs up and running before we throw out-of-class into the mix. We will, at the request of several departments, revisit this decision at a later date.

Managers and Strategic Advisors who are assigned additional duties on a temporary basis will not be eligible for out-of-class compensation for such assignments. Instead, these temporary reallocations of workload will be designated "limited term assignments" and the appointing authority will retain the discretion for base salary adjustments. We will recommend the development and consistent application of criteria for base salary adjustments in recognition of limited term assignments. Such criteria may include the length of the assignment, the differential between the base salary normally paid for the higher-paying job and the employee's regular pay, the likely impact on the employee's ability to achieve his or her own performance objectives, etc.

APEX employees will not be eligible for out-of-class or limited term assignments. In the private sector it is very unusual for executives to receive a boost to base salary to fill in for a vacationing peer—they are simply expected to pick up the slack as necessary. We would like to test this practice among the City's executives. We recognize that there will be instances when the core duties of one executive job are so highly technical that other executives cannot assume them. Theoretically, however, other executives could assume the managerial duties and assign the technical duties downward to a Manager or Strategic Advisor.

For your information we are attaching a memorandum from former Personnel Director Sarah Welch to all department heads that summarizes departmental feedback on this proposal. Your favorable consideration of this proposed legislation is appreciated. Please direct any questions to Kathy Steinmeyer, Senior Personnel Analyst, 684-7921 or Lidia Santiesteban, Classification and Compensation Director, 386-9081.

NM/ks
Attachments

C: The Honorable Martha Choe, Chair
Finance and Budget Committee
Personnel Division Administrators
Classification/Compensation Staff
Miriam Moses, Civil Service Commission



City of Seattle

Paul Schell, Mayor

Executive Services Department

Dwight D. Dively, Director

MEMORANDUM

DATE: March 25, 1998

TO: Department Heads

FROM: 
Sarah Welch
Personnel Director

SUBJECT: Feedback on Out-of-Class Proposal

Thank you for your review of and comments on the out-of-class and limited term assignment proposal. We have decided not to make any changes to the current proposal as a result of your feedback. However, we do want to revisit some of these issues after the program has been in place for awhile. We will now ask the City's labor unions to review the draft and aim for legislative approval in late April or early May. Please let us know if you need any help with administrative guidelines or the like before the new rules are implemented.

We received input from four departments. I'd like to take this opportunity to summarize their comments and questions, and our responses:

- *Will limited term assignments be included in the out-of-class audit and what kind of documentation will be required?*

Limited term assignments may eventually become part of the routine out-of-class audit process conducted by the Records and Information Management Unit of ESD's Personnel Division. For the present, however, they would be part of the quarterly monitoring of the APEX, Managers and Strategic Advisors Programs that is sent to the City Auditor, City Council, and the Mayor. We will provide a form which departments may use to document the limited term assignment.

Department Heads

March 25, 1998

Page 2

- *The use of the nine new ranges for paying employees classified outside the new program and assigned on an out-of-class basis to Manager or Strategic Advisor is reasonable. The appointing authority should, however, have the discretion to assign the out-of-class employee to the lower end of the pay range (regardless of the application of the promotion rule) because of "learning curve" or other factors that justify paying an out-of-class employee less than the regularly appointed employee is paid.*

Our preference also would be to eliminate the promotion rule and allow for out-of-class salary placement that is consistent with regular salary placement in these new programs. The risk in proposing this to labor is that they are unlikely to approve appointing authority discretion for step placement for their members who are assigned to work out-of-class in a Manager or Strategic Advisor position, and we could jeopardize their acceptance of the entire program over this one issue. We do not believe it would be feasible to have to apply the promotion rule to some groups of employees for out-of-class purposes and have complete discretion for other groups.

Furthermore, we have an explicit policy of not disadvantaging non represented employees, so we cannot support a potentially lower benefit for them if labor doesn't agree to the same conditions for represented employees.

- *Opposing views: (A.) We would like for employees working out-of-class in the new programs to be eligible for performance pay. And (B.) We think it's okay that out-of-class employees are not eligible for performance pay since they continue to be eligible for executive and merit leave.*

Our position remains, for the interim at least, that we'd like you to have the opportunity to get your variable performance pay programs up and running smoothly for employees who are regularly appointed to these positions before we start complicating matters. We are encouraged by the level of confidence demonstrated by proponents of "A", but we want to take it easy. There's always the possibility of adding out-of-class employees to the eligibility pool at a later date.



- ***APEX Executives should be eligible for limited term assignments. It is not realistic to expect that these employees will assume the duties of a higher level APEX position for a significant period of time without being compensated therefor.***

This is our reasoning for not proposing limited term assignments for APEX: We see the area of Executives generally as a great place to make a cultural shift from viewing each and every job as a clearly defined box. We know that each Executive has a set of core responsibilities that may require special technical expertise, but the gray areas, or margins, should be bigger at the top of the organization. In the private sector, it is not uncommon for several executives to divide up responsibilities when a position is vacant or another executive is assigned a special high priority project. We would like for the City to try that approach more frequently so that one employee is *not* assuming the duties of a higher level position for a significant period of time, but rather several employees at the same or higher level as the vacancy are sharing those duties.

Please document any problems or issues that arise as a result of this change, and feel free to contact Lidia Santiesteban for assistance. We can certainly revisit the issue after six months or so.

- ***The appointing authority should have the discretion to assign regular classified service employees to work out-of-class in APEX positions without the approval of the Classification Director.***

We have a couple of reasons for wanting to stay on top of the practice of assigning employees who are classified in the "regular" system (i.e., not Managers or Strategic Advisors) to the highest ranks of the organization on an out-of-class basis. The first is the same as above. We want to encourage departments to use their Executives more flexibly to fill in for each other. We want to discourage out-of-class as an automatic response. And I want the Classification Director to be aware of areas where the organizational structure is such that the next lowest person in the chain of command after the Executive is not a Manager or Strategic Advisor, but someone in the

regular classification system. There may be perfectly legitimate reasons for such a structure; on the other hand, it may be that we missed allocating positions to the Manager or Strategic Advisor programs that belong there. We agree that there are rare instances when the out-of-class assignment of regular classified employees to APEX may be absolutely necessary, which is why we are not prohibiting it outright.

- *There should be out-of-class pay ranges in APEX, like those proposed for Manager and Strategic Advisor. Some of the individuals who would logically fill in for an Executive earn more than the minimum rate of the market group in their primary classification or title.*

There are a couple of options for Managers and Strategic Advisors who are given limited term assignments to APEX positions: 1) you could leave them in their Manager or Strategic Advisor title and make a base salary adjustment, not to exceed the top of the pay zone, or 2) you could pay them at the minimum rate of the appropriate market group, whichever provides the largest increase. Additionally, if their current pay rates exceed the minimum rate of the market group, you could leave them at their current rates of pay on the grounds that they are already being sufficiently compensated to perform the extra duties. That would give you some flexibility for salary considerations that take into account the level of performance you expect on the limited term assignment (i.e., maybe you don't expect the Manager or Strategic Advisor to take on the full scope of duties).

We are very resistant to providing APEX salary ranges with discrete steps, like those proposed for Manager and Strategic Advisor. It seems incompatible with the intention that we quit thinking of Executive jobs as clearly defined boxes.

- *We think limited term assignments should begin and end with pay period start and end dates for administrative ease.*

Each department is certainly within its authority to make these kinds of administrative decisions.



Department Heads

March 25, 1998

Page 5

I hope I've clarified our position on some of these issues. Again, I very much appreciate your feedback. I'll keep you informed about our planned implementation date and the final program design as labor completes its review.

Attachment

c: Human Resources Managers and Representatives
Payroll Managers and Representatives
Personnel Division Administrators
Classification and Compensation Staff
Julie Curtis, Records and Information Management Supervisor

h:walath:oocommt
032598

TIME AND DATE STAMP

SPONSORSHIP

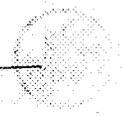
THE ATTACHED DOCUMENT IS SPONSORED FOR FILING WITH THE CITY COUNCIL BY THE MEMBER(S) OF THE CITY COUNCIL WHOSE SIGNATURE(S) ARE SHOWN BELOW:

Martina Chen

FOR CITY COUNCIL PRESIDENT USE ONLY

COMMITTEE(S) REFERRED TO: _____

PRESIDENT'S SIGNATURE



STATE OF WASHINGTON - KING COUNTY

94793
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

CT:ORD 119033

was published on

06/26/98

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

H. Patterson

Subscribed and sworn to before me on

06/26/98

McCluney

Notary Public for the State of Washington,
residing in Seattle

City of Seattle

ORDINANCE 119633

AN ORDINANCE relating to compensation for performance of out-of-class duties, redefining and amending Seattle Municipal Code Section 4.20.300; and establishing a new subsection A to include definitions; creating new titles and pay rates for out-of-class assignments to Manager and Strategic Advisor classifications.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

SECTION 1. Seattle Municipal Code Section 4.20.300, Ordinance 97330 as amended, is hereby refiled and further amended as follows:

4.20.300 PAYMENT FOR PERFORMANCE OF OUT-OF-CLASS AND LIMITED TERM ASSIGNMENT DUTIES.

A. Definitions

1. "Limited term assignment" shall mean the temporary assignment of duties and responsibilities typically associated with one position to the incumbent ("assignee") of another position when the assignee's position is allocated to the Manager or Strategic Advisor classification and compensation programs.

2. "Out-of-class assignment" shall mean the temporary assignment of duties and responsibilities associated with a higher paid position to the incumbent of a lower paid position when the incumbent's position is not included in the Manager, Strategic Advisor, or AP/EX programs.

3. "Out-of-class assignment" shall be the temporary assignment of duties and responsibilities typically associated with one position to the incumbent ("assignee") of another position when the assignee's position is allocated to the Manager or Strategic Advisor classification and compensation programs.

Pay Zone 1C OOC: \$26.61-\$27.05-\$27.49-\$27.93-\$28.37-\$28.79

Pay Zone 2A OOC: \$25.20-\$25.72-\$26.24-\$26.76-\$27.28-\$27.80

Pay Zone 2B OOC: \$28.32-\$28.84-\$29.36-\$29.88-\$30.40-\$30.92

Pay Zone 2C OOC: \$31.44-\$31.96-\$32.48-\$33.00-\$33.52-\$34.02

Pay Zone 3A OOC: \$29.08-\$29.60-\$30.20-\$30.80-\$31.40-\$32.00

Pay Zone 3B OOC: \$32.64-\$33.24-\$33.84-\$34.44-\$35.04-\$35.64

Pay Zone 3C OOC: \$36.28-\$36.88-\$37.48-\$38.08-\$38.68-\$39.28

The pay rates associated with these titles will be adjusted as a result of the biennial market adjustment to the Manager and Strategic Advisor Pay Zones. These titles are not eligible for any other cost-of-living adjustment. These titles are for regular out-of-class use only and shall not be used for the assignment of intermittent employees to a Manager or Strategic Advisor title.

SECTION 3. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 5th day of June, 1998, and signed by me in open session in authentication of its passage this 5th day of June, 1998.

RUE DONALDSON,
President of the City Council.
Approved by me this 16th day of June, 1998.

PAUL SCHELL,
Mayor.
Filed by me this 17th day of June, 1998.
(Seal) JUDITH E. PIPPIN,
City Clerk.
Publication ordered by JUDITH PIPPIN,
City Clerk.

(Boldface denotes deletion.)
Date of official publication in Daily Journal of Commerce, Seattle, June 26, 1998. 5/26/98(94799)

97-9-20107-7 Ferguson v. Questar Micro
Wood et al — \$6,628, TRI
97-9-47668-8 Transworld Systems Inc v
Realty v Ohio et al — \$1,342, GEN
97-9-46474-4 Great West Mgmt &
— \$2,774, TAX
97-9-45886-8 State Employ Sec v Gre
dba v Kennedy et al — \$1,308, GEN
97-9-45782-9 Pinnacle of Washington Inc
Mgmt Inc — \$44,944, TAX
97-9-45774-8 State Rev v M D M Cons
Police — \$4,356, GEN
97-9-45646-6 First Deposit Natl BK v
GEN
97-9-45163-4 Clark v Jackson — \$4,217,
— \$34,965, GEN
97-9-44847-1 Juma et al v Hendy et al
Group Inc dba — \$11,730, TAX
97-9-44677-1 State Rev v The Gannon
— \$644, GEN
97-9-43750-0 Sec Realty dba v Salidan
\$3,583, TRI
97-9-43530-2 Fcc Natl BK v Burch —
— \$9,308, TAX
97-9-42528-5 State Rev v Ehler dba et al
\$6,468, GEN
97-9-42373-9 GMAC v McKay —
\$4,080, TAX
97-9-06996-9 Dashrow et al v Vons —
\$8,121, GEN
97-9-05176-3 Cordell et al v Kirchell —
— \$5,990, GEN
97-9-05193-8 Chinclo v Baywa et al dba
— \$950, DOM
97-9-02463-9 Lewis v Kammertzell-Lewis
Union v Fitzgerald — \$1,012, GEN
96-9-28991-0 Seattle Federal Credit
— \$902, TAX
96-9-22254-8 State Employ Sec v Stewan
son et al — \$58,382, GEN
96-9-19230-4 Trenter dba v Christopher
Proctor dba — \$1,662, GEN
96-9-08207-0 Valley Const Supply Inc v
\$11,462, TAX
96-9-06992-8 State Rev v Sweet dba —
\$12,845, PAT
96-9-02554-8 State v Wake et al —
Heath et al — \$6,521, TRI
95-9-31811-3 First Natl BK of Omaha v
— \$5,763, TAX