

Ordinance No. 122585

Council Bill No. 116087

AN ORDINANCE relating to City employment commonly referred to as the Third Quarter 2007 Salary Ordinance; authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the International Brotherhood of Electrical Workers, Local 46, amending the current Joint Crafts Council Collective Bargaining Agreement, Appendix D; and designating one position as exempt from Civil Service status; all by a 2/3 vote of the City Council.

CF No. \_\_\_\_\_

Date Introduced:	<u>Nov. 26, 2007</u>	
Date 1st Referred:	To: (committee) <u>Finance and Budget</u>	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Final Passage:	Full Council Vote: <u>8-0</u>	
Date Presented to Mayor:	Date Approved: <u>12-13-07</u>	
Date Returned to City Clerk:	Date Published: <u>2</u>	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoes by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

# The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: Richard J. McLean  
Councilmember

(E)  
(G)

## Committee Action:

AM - Pass as Amended

FG - Pass as Amended

12-10-07 Passed 8-0 (Absent: Steinbrueck)

This file is complete and ready for presentation to Full Council. Committee: \_\_\_\_\_ (initial/date)

*Law Department*

Law Dept. Review

OMP Review

City Clerk Review

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Indexed



# City of Seattle

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Gregory J. Nickels, Mayor

## Office of the Mayor

September 18, 2007

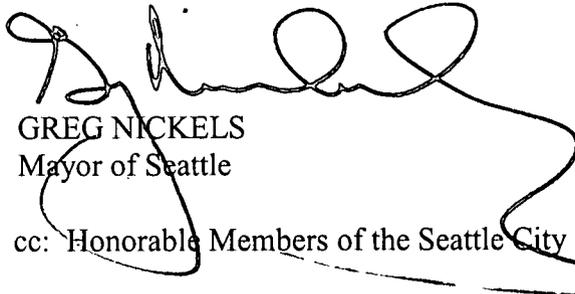
Honorable Nick Licata  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Licata:

I am pleased to transmit the attached proposed Council Bill related to City employment, more commonly known as the Third Quarter Salary Ordinance. This legislation authorizes the execution of a Memorandum of Understanding with the International Brotherhood of Electrical Workers, Local 46, which amends the current Joint Crafts Council Collective Bargaining Agreement to establish a new apprentice title in the Electrician Technician Apprentice Program and designates one position as exempt from Civil Service status.

Thank you for your consideration of this legislation. Should you have questions, please contact Joan Matheson at 386-9081 or John Pearson at 684-0840.

Sincerely,



GREG NICKELS  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

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600 Fourth Avenue, 7<sup>th</sup> Floor, P.O. Box 94749, Seattle, WA 98124-4749

Tel: (206) 684-4000, TDD: (206) 684-8811 Fax: (206) 684-5360, Email: [mayors.office@seattle.gov](mailto:mayors.office@seattle.gov)

An equal employment opportunity, affirmative action employer. Accommodations for people with disabilities provided upon request.

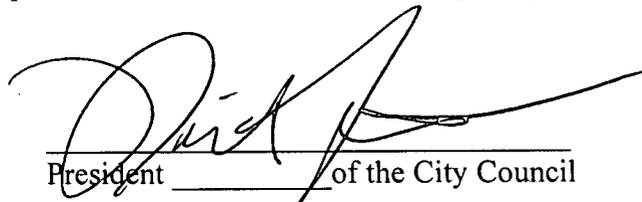




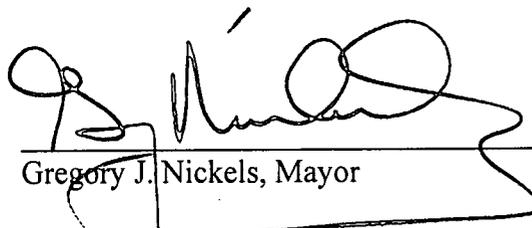
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**Section 3.** This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal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

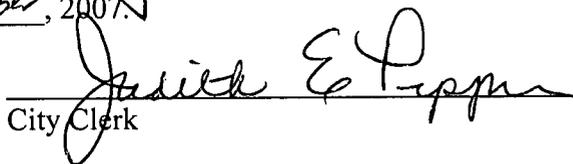
Passed by a two-thirds (2/3) vote of all the members of the City Council the 10<sup>th</sup> day of December, 2007, and signed by me in open session in authentication of its passage this 10<sup>th</sup> day of December, 2007.

  
\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved by me this 13<sup>th</sup> day of December, 2007.

  
\_\_\_\_\_  
Gregory J. Nickels, Mayor

Filed by me this 14<sup>th</sup> day of December, 2007.

  
\_\_\_\_\_  
City Clerk

(Seal)

Attachment: Exhibit A – Memorandum of Understanding By and Between The City of Seattle And International Brotherhood of Electrical Workers, Local 46



## Memorandum of Understanding

By and Between

The City of Seattle

And

**International Brotherhood of Electrical Workers, Local 46**

WHEREAS, the City of Seattle and the International Brotherhood of Electrical Workers, Local 46, have agreed to amend the current Joint Crafts Council Collective Bargaining Agreement, Appendix D, to provide for wage provisions to apply to an Electrician Technician Apprenticeship Program for journey level Electrician; and

WHEREAS the City of Seattle, Washington Joint Apprenticeship Training Committee has agreed to modifications of the Standards of Apprenticeship to include the Electrician Technician Apprenticeship Training Program; and

WHEREAS, the parties have negotiated the effects of implementing the Apprenticeship program, the parties have agreed to the following amendments to the Collective Bargaining Agreement, Appendix D, effective through December 31, 2007.

1. Appendix D shall be amended to include the following title and rates of pay:

**Electrician Technician Apprentice**

67% of Electrician entry level of pay from 00-06 months

71% of Electrician entry level of pay from 07-12 months

75% of Electrician entry level of pay from 13-18 months

79% of Electrician entry level of pay from 19-24 months

83% of Electrician entry level of pay from 25-30 months

87% of Electrician entry level of pay from 31-36 months

91% of Electrician entry level of pay from 37-42 months

95% of Electrician entry level of pay from 43-48 months

2. Employees shall be eligible for step progression pursuant to the provisions of the City of Seattle, Washington Standards of Apprenticeship developed by the City of Seattle Washington Joint Apprenticeship Training Committee.
3. Employees entering the Electrician Technician Apprenticeship from a regular City position shall not suffer a loss in hourly pay, provided their hourly rate appears within this Apprenticeship salary schedule. Those persons starting at other than the first periodic rate, as shown above, shall remain at their entry rate until such time as their progress through the apprenticeship will result in a wage increase.



4. Section 10 of the Standards of Apprenticeship, which provides for discharge from the Apprenticeship Program, shall apply as written to employees appointed to the job title Electrician Technician Apprentice after implementation of this Agreement. Discharge from the program shall result in termination from employment with the City of Seattle for an initial appointment.

Employees entering the Apprenticeship from a regular City position may also be discharged from the Apprenticeship program as provided for in Section 10. Their terms of employment, including discipline and discharge, shall be as is applicable to all other employees covered by the collective bargaining agreement between the City of Seattle and the Joint Crafts Council.

SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2007.

IBEW, LOCAL 46

CITY OF SEATTLE  
Executed Under Authority of  
Ordinance No. \_\_\_\_\_

\_\_\_\_\_  
Janet Lewis  
Union Representative

\_\_\_\_\_  
Gregory J. Nickels  
Mayor



**Memorandum of Understanding**

**By and Between**

**The City of Seattle**

**And**

**International Brotherhood of Electrical Workers, Local 46**

FILED  
CITY OF SEATTLE  
08 MAY 14 PM 2:40  
CITY CLERK

WHEREAS, the City of Seattle and the International Brotherhood of Electrical Workers, Local 46, have agreed to amend the current Joint Crafts Council Collective Bargaining Agreement, Appendix D, to provide for wage provisions to apply to an Electrician Technician Apprenticeship Program for journey level Electrician; and

WHEREAS the City of Seattle, Washington Joint Apprenticeship Training Committee has agreed to modifications of the Standards of Apprenticeship to include the Electrician Technician Apprenticeship Training Program; and

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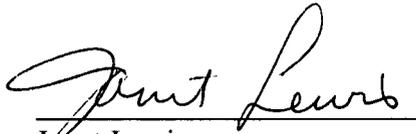
2. Employees shall be eligible for step progression pursuant to the provisions of the City of Seattle, Washington Standards of Apprenticeship developed by the City of Seattle Washington Joint Apprenticeship Training Committee.
3. Employees entering the Electrician Technician Apprenticeship from a regular City position shall not suffer a loss in hourly pay, provided their hourly rate appears within this Apprenticeship salary schedule. Those persons starting at other than the first periodic rate, as shown above, shall remain at their entry rate until such time as their progress through the apprenticeship will result in a wage increase.

4. Section 10 of the Standards of Apprenticeship, which provides for discharge from the Apprenticeship Program, shall apply as written to employees appointed to the job title Electrician Technician Apprentice after implementation of this Agreement. Discharge from the program shall result in termination from employment with the City of Seattle for an initial appointment.

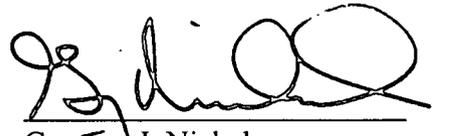
Employees entering the Apprenticeship from a regular City position may also be discharged from the Apprenticeship program as provided for in Section 10. Their terms of employment, including discipline and discharge, shall be as is applicable to all other employees covered by the collective bargaining agreement between the City of Seattle and the Joint Crafts Council.

SIGNED THIS 5<sup>th</sup> DAY OF February, 2008.

IBEW, LOCAL 46

  
Janet Lewis  
Union Representative

CITY OF SEATTLE  
Executed Under Authority of  
Ordinance No. 122585

  
Gregory J. Nickels  
Mayor

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>DOF Analyst/Phone:</b>
Personnel Department	Joan Matheson / 386-9081	Karen Grove / 684-5805

**Legislation Title:**

AN ORDINANCE relating to City employment commonly referred to as the Third Quarter 2007 Salary Ordinance; authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the International Brotherhood of Electrical Workers, Local 46, amending the current Joint Crafts Council Collective Bargaining Agreement, Appendix D; and designating one position as exempt from Civil Service status; all by a 2/3 vote of the City Council.

• **Summary of the Legislation:**

This legislation authorizes the execution of a Memorandum of Understanding (MOU) between the City of Seattle and International Brotherhood of Electrical Workers (IBEW), Local 46, amending the current Joint Crafts Council Collective Bargaining Agreement, Appendix D, to establish a new apprentice title and associated salary provisions that apply to the Electrician Technician Apprentice Program; and to establish one position as exempt from Civil Service status; all by a 2/3 vote of the City Council.

• **Background:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):*

The Personnel Department submits legislation related to City employment on a regular basis to establish new titles, salaries and position designations in order to enhance operations and respond to business needs.

The Department of Parks and Recreation anticipates a significant turnover within the construction trades over the next five years. As a recruitment strategy, the Department has developed two new apprenticeship programs, one of which is for the title of Electrician Technician Apprentice. Twenty (20) unfunded Apprentice positions have been authorized in the 2007 budget process and in the Second Quarter 2007 Salary Ordinance. These Apprentice positions are to be used by departments for newly developed Apprenticeship Programs. On July 2, 2007, the City of Seattle and IBEW, Local 46 reached an agreement to establish a new apprentice title and wage provision for the new Electrician Technician Apprentice Program.



This Ordinance also seeks to exempt one position from Civil Service status that meets the exemption criteria of a particularly high degree of professional responsiveness and individual accountability, a confidential or fiduciary relationship with the appointing authority, or judicial positions requiring insulation as a third branch of government. This is the result of a Senior Executive Assistant position being reclassified to an Executive 2 as identified in the Attachment to the Fiscal Note.

*Please check one of the following:*

**This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*

**This legislation has financial implications.** *(Please complete all relevant sections that follow.)*

*Appropriations: This table should reflect appropriations that are a direct result of this legislation. In the event that the project/ programs associated with this ordinance have appropriations that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below.*

Fund Name and Number	Department	Budget Control Level*	2007 Appropriation	2008 Anticipated Appropriation
N/A				
<b>TOTAL</b>				

*\*See budget book to obtain the appropriate Budget Control Level for your department.*

*Notes: The estimated costs associated with the proposed exemption of the one position does not require additional appropriations as the costs will be funded through Seattle City Light's 2007 budget. The Apprentice positions are requested as unfunded and do not require appropriations as these positions are available to departments. Departments receiving the positions will fund them through their existing budget authority.*



**Anticipated Revenue/Reimbursement: Resulting From This Legislation:** *This table should reflect revenues/reimbursements that are a direct result of this legislation. In the event that the issues/projects associated with this ordinance/resolution have revenues or reimbursements that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below the table.*

Fund Name and Number	Department	Revenue Source	2007 Revenue	2008 Revenue
N/A				
<b>TOTAL</b>				

*Notes: The Personnel Department loans the apprentice pockets to departments and the departments fund these positions directly. No revenues or reimbursements are anticipated for the implementation of the proposed legislation.*

**Total Regular Positions Created Or Abrogated Through This Legislation, Including FTE Impact:** *This table should only reflect the actual number of positions created by this legislation. In the event that positions have been, or will be, created as a result of previous or future legislation or budget actions, please provide details in the Notes section below the table.*

Position Title and Department*	Fund Name	Fund Number	Part-Time/Full Time	2007 Positions	2007 FTE	2008 Positions**	2008 FTE**
N/A							
<b>TOTAL</b>							

\* List each position separately

\*\* 2008 positions and FTE are total 2008 position changes resulting from this legislation, not incremental changes. Therefore, under 2008, please be sure to include any continuing positions from 2007.

**Notes:**

- **Do positions sunset in the future?** (If yes, identify sunset date):



***Spending/Cash Flow:*** This table should be completed only in those cases where part or all of the funds authorized by this legislation will be spent in a different year than when they were appropriated (e.g., as in the case of certain grants and capital projects). Details surrounding spending that will occur in future years should be provided in the Notes section below the table.

Fund Name and Number	Department	Budget Control Level*	2007 Expenditures	2008 Anticipated Expenditures
N/A				
<b>TOTAL</b>				

\* See budget book to obtain the appropriate Budget Control Level for your department.

**Notes:** Please see note under the appropriation section.

- **What is the financial cost of not implementing the legislation?** (Estimate the costs to the City of not implementing the legislation, including estimated costs to maintain or expand an existing facility or the cost avoidance due to replacement of an existing facility, potential conflicts with regulatory requirements, or other potential costs if the legislation is not implemented.)

N/A

- **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** (Include any potential alternatives to the proposed legislation, such as reducing fee-supported activities, identifying outside funding sources for fee-supported activities, etc.)

None available at this time.

- **Is the legislation subject to public hearing requirements:** (If yes, what public hearings have been held to date, and/or what plans are in place to hold a public hearing(s) in the future.)

No.

- **Other Issues** (including long-term implications of the legislation):

None

**Please list attachments to the fiscal note below:**

Attachment: Cost estimate of salary changes.



**ESTIMATED TWO YEAR COSTS FOR IMPLEMENTATION OF THE 3Q07 SALARY ORDINANCE**

Department	Report	New Position Title	Potential Positions Impacted	2007*	2008**
<b><i>Exempt Action</i></b>					
City Light	#07-9735	Executive 2 <sup>1</sup>	1	\$8,962	\$15,946
			<b><i>Subtotal</i></b>	\$8,962	\$15,946
<b><i>New Title and/or Salary Review</i></b>					
	MOU	Electrical Technician Apprentice	0	\$0	\$0
			<b><i>Subtotal</i></b>	\$0	\$0
			<b><i>Total</i></b> <sup>2</sup>	\$8,962	\$15,946

Costing Assumptions:

\* 2007 costs include any retroactive pay based on effective date in Class Determination Report(s) and statutory benefits projected at 15.68%.

\*\*2008 costs are projected at 3.8% and include statutory benefits projection of 15.68%.

<sup>1</sup>Positions in the step program that are redesignated to a discretionary pay program are costed from top step to midpoint of the new title and/or rate.

<sup>2</sup>Estimated costs will be absorbed by the department(s) in their 2007/2008 budgets.







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**STATE OF WASHINGTON – KING COUNTY**

--SS.

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218577  
CITY OF SEATTLE, CLERKS OFFICE

No. 93,96 & RES 31003

**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 12<sup>th</sup> day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

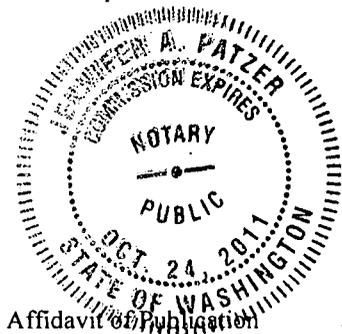
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122579-81,83-86,90,92

was published on

12/18/07

The amount of the fee charged for the foregoing publication is the sum of \$ 181.35, which amount has been paid in full.



*[Handwritten signature]*

Subscribed and sworn to before me on

12/18/07

*[Handwritten signature]*

Notary public for the State of Washington,  
residing in Seattle

# State of Washington, King County

## City of Seattle

### TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on December 10, 2007, and published here by title only, will be mailed upon request, or can be accessed electronically at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

#### ORDINANCE NO. 122596

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

#### ORDINANCE NO. 122592

AN ORDINANCE relating to City employment, authorizing two lump-sum salary payments to Police Recruits in the Police Department upon completion of certain threshold service hours in the Police Academy; defining eligibility for payment; designating to the Personnel Director the authority to continue such payments; and ratifying and confirming prior acts.

#### ORDINANCE NO. 122593

AN ORDINANCE amending the 2007 Adopted Budget, including the 2007-2012 Capital Improvement Program (CIP) and the Position List; changing appropriations to various departments and from various funds in the Budget; revising allocations in the 2007-2012 CIP for certain projects; creating, abrogating and modifying positions; and lifting provisions for the Department of Parks and Recreation.

#### ORDINANCE NO. 122590

AN ORDINANCE related to the Seattle Art Museum, authorizing the execution of an agreement between the Seattle Department of Parks and Recreation and the Seattle Art Museum, concerning their roles in the planning and design of the restoration of the Seattle Asian Art Museum in Volunteer Park, modifying the City's obligations under the Construction and Finance Agreement between the said parties for work on public park property associated with Olympic Sculpture Park, and amending the Seattle Department of Parks and Recreation 2007 Adopted Budget, including the 2007-2012 Capital Improvement Program, by modifying appropriations to various budget control levels.

#### ORDINANCE NO. 122586

AN ORDINANCE relating to Family Services, authorizing the Director of the Human Services Department to purchase and accept a restrictive covenant and easement from Family Services Property LLC to provide for City and public access uses and the provision of social services on the property at 1924 Rainier Avenue South, Seattle, Washington.

#### ORDINANCE NO. 122585

AN ORDINANCE relating to City employment commonly referred to as the Third Quarter 2007 Salary Ordinance, authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the International Brotherhood of Electrical Workers, Local 46, amending the current Joint Crafts Council Collective Bargaining Agreement, Appendix D, and designating one position as exempt from Civil Service status, all by a 2/3 vote of the City Council.