Mark M. McDermott/Joan Matheson
PERS 4Q07 Employment ORD
January 17, 2008
Version #1

# ORDINANCE 122636

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, amending the current Collective Bargaining Agreement, Appendix A; establishing new titles and new salaries, some retroactive to 2006; designating positions as exempt from Civil Service status; changing the vacation allowance for certain employees by adding a new section to Seattle Municipal Code Chapter 4.34; all by a 2/3 vote of the City Council.

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

**Section 1.** Authorizing the Memorandum of Understanding. As requested by the Personnel Director and recommended by the Mayor, the Mayor or his designee, is hereby authorized for and on behalf of the City of Seattle to sign and/or execute the Memorandum of Understanding between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32 attached hereto as Exhibit A, and incorporated herein by reference.

**Section 2.** Establishing New Titles and/or Salaries. As recommended by the Personnel Director, the following titles and/or salary rates are established as shown, effective as of the dates shown and pay authorized back to the effective dates:



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| | |
|---|---|
| Department: | Parks and Recreation |
| New Title: | Park Ranger |
| New Salary Range: | $17.61 - $18.25 - $18.96 - $19.61 - $20.40 (Range 220A) |
| Report: | #07-10125 |
| Effective: | December 26, 2007 |

| | |
|---|---|
| Department: | Fire |
| Title: | Fire Protection Engineer |
| New Salary Range: | $29.39 - $30.56 - $31.79 - $33.02 - $34.32 (Range 365A) |
| Old Salary Range: | $27.84 - $28.87 - $29.99 - $31.16 - $32.40 (Range 350A) |
| Report: | #07-9713 |
| Effective: | June 21, 2006 |

| | |
|---|---|
| Department: | Fire |
| Title: | Fire Protection Engineer |
| New Salary Range: | $30.39 - $31.60 - $32.87 - $34.14 - $35.49 (Range 365A) |
| Old Salary Range: | $28.79 - $29.85 - $31.01 - $32.22 - $33.50 (Range 350A) |
| Report: | #07-9713 |
| Effective: | December 27, 2006 |

| | |
|---|---|
| Department: | Fire |
| Title: | Senior Fire Protection Engineer |
| New Salary Range: | $33.66 - $34.91 - $36.29 - $37.60 - $39.04 (Range 400A) |
| Old Salary Range: | $31.79 - $33.02 - $34.32 - $35.61 - $36.96 (Range 385A) |
| Report: | #07-9714 |
| Effective: | June 21, 2006 |

| | |
|---|---|
| Department: | Fire |
| Title: | Senior Fire Protection Engineer |
| New Salary Range: | $34.80 - $36.10 - $37.52 - $38.88 - $40.37 (Range 400A) |
| Old Salary Range: | $32.87 - $34.14 - $35.49 - $36.82 - $38.22 (Range 385A) |
| Report: | #07-9714 |
| Effective: | December 27, 2006 |

| | |
|---|---|
| Department: | Executive Administration |



CITY CLERK

| | |
|---|---|
| New Title: | Claims Adjuster-DEA |
| Old Title: | Claims Adjuster II-DEA |
| New Salary Range: | $28.87 - $29.99 - $31.16 - $32.40 - $33.66 (Range 360A) |
| Old Salary Range: | $26.78 - $27.84 - $28.87 - $29.99 - $31.16 (Range 340A) |
| Report: | #07-10155 |
| Effective Date: | June 27, 2006 |

| | |
|---|---|
| Department: | Executive Administration |
| New Title: | Claims Adjuster-DEA |
| Old Title: | Claims Adjuster II-DEA |
| New Salary Range: | $29.85 - $31.01 - $32.22 - $33.50 - $34.80 (Range 360A) |
| Old Salary Range: | $27.69 - $28.79 - $29.85 - $31.01 - $32.22 (Range 340A) |
| Report: | #07-10155 |
| Effective Date: | December 27, 2006 |

After a reasonable period of time for implementation of the above titles and rates, any obsolete titles will be abolished.

**Section 3.** Designating Four Positions as Exempt from Civil Service Status. As recommended by the Personnel Director in the Classification Determination specified, four positions are designated as exempt from Civil Service as noted below, pursuant to SMC 4.13.010(1):

-- 1 position (#00012667) in the City Light Department; Senior Executive Assistant designated to Executive 2 (Report #07-9735).

-- 1 position (#00012895) in the City Light Department; Information Technology Systems Analyst designated to Information Technology Professional – A, Exempt (Report #07-9953).



LMS CITY CLERK

-- 1 position (#10002659) in the Seattle Public Utilities Department; Senior Management Systems Analyst designated to Information Technology Professional – A, Exempt (Report #07-9983).

-- 1 position (#00019496) in the Department of Information Technology; Strategic Advisor 2, Information Technology designated to Strategic Advisor 3, Exempt (Report #07-10110).

**Section 4.** Seattle Municipal Code Chapter 4.34 is hereby amended to include the following new Section:

SMC 4.34.035 Vacation allowance for Executive Director of Seattle City Employees Retirement System. For the Executive Director of the Seattle City Employees Retirement System, the annual vacation allowance will be thirty (30) days in each calendar year. Unused days may not be carried over into subsequent years.

**Section 5.** Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and confirmed.



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**Section 6.** 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 3rd day of March, 2008, and signed by me in open session in authentication of its passage this 3rd day of March, 2008.

President _____ of the City Council

Approved by me this 7th day of March, 2008.

Gregory J. Nickels, Mayor

Filed by me this 7th day of March, 2008.

City Clerk

(Seal)

Attachment: Exhibit A – Memorandum of Understanding By and Between The City of Seattle And United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32



CITY CLERK

**Memorandum of Understanding**

**By and Between**

**The City of Seattle**

**And**

**United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32**

WHEREAS, the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, have agreed to amend the current United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32 Collective Bargaining Agreement, Appendix A, to provide for wage provisions to apply to a Plumber Apprentice Program for journey level Plumber; and

WHEREAS, the City of Seattle Washington Joint Apprenticeship Training Committee has agreed to modifications of the Standards of Apprenticeship to include the Plumber 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 A, effective through December 31, 2007.

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

   Plumber Apprentice
   67% of Plumber entry level of pay from 00-06 months
   70% of Plumber entry level of pay from 07-12 months
   73% of Plumber entry level of pay from 13-18 months
   76% of Plumber entry level of pay from 19-24 months
   79% of Plumber entry level of pay from 25-30 months
   82% of Plumber entry level of pay from 31-36 months
   85% of Plumber entry level of pay from 37-42 months
   88% of Plumber entry level of pay from 43-48 months
   91% of Plumber entry level of pay from 49-54 months
   94% of Plumber entry level of pay from 55-60 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 Plumber Apprenticeship from a regular City position shall not suffer a loss in hourly pay, provided their hourly rate appears within



EXHIBIT A

CITY CLERK

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 Plumber 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 _____, 2008.

UAJAPPI, LOCAL 32

Marty Yellam
Union Representative

CITY OF SEATTLE
Executed Under Authority of
Ordinance No. _____

_____
Gregory J. Nickels
Mayor



EXHIBIT A

CITY CLERK

**Memorandum of Understanding**

**By and Between**

**The City of Seattle**

**And**

**United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32**

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CITY OF SEATTLE
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CITY CLERK

WHEREAS, the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, have agreed to amend the current United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32 Collective Bargaining Agreement, Appendix A, to provide for wage provisions to apply to a Plumber Apprentice Program for journey level Plumber; and

WHEREAS, the City of Seattle Washington Joint Apprenticeship Training Committee has agreed to modifications of the Standards of Apprenticeship to include the Plumber 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 A, effective through December 31, 2007.

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

   Plumber Apprentice
   67% of Plumber entry level of pay from 00-06 months
   70% of Plumber entry level of pay from 07-12 months
   73% of Plumber entry level of pay from 13-18 months
   76% of Plumber entry level of pay from 19-24 months
   79% of Plumber entry level of pay from 25-30 months
   82% of Plumber entry level of pay from 31-36 months
   85% of Plumber entry level of pay from 37-42 months
   88% of Plumber entry level of pay from 43-48 months
   91% of Plumber entry level of pay from 49-54 months
   94% of Plumber entry level of pay from 55-60 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 Plumber 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 Plumber 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 17 DAY OF March, 2008.

UAJAPPI, LOCAL 32

Marty Yellam
Union Representative

CITY OF SEATTLE
Executed Under Authority of
Ordinance No. 122636

Gregory J. Nickels
Mayor

Mark M. McDermott/Joan Matheson
January 17, 2008
PERS 4Q07 Employment FISC
Version # 1

Form revised November 15, 2007

# FISCAL NOTE FOR NON-CAPITAL PROJECTS

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

**Legislation Title:**

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, amending the current Collective Bargaining Agreement, Appendix A; establishing new titles and new salaries, some retroactive to 2006; designating positions as exempt from Civil Service status; changing the vacation allowance for certain employees by adding a new section to Seattle Municipal Code Chapter 4.34; all by a 2/3 vote of the City Council.

- **Summary of the Legislation:**

This legislation seeks to 1) authorize the execution of a MOU with Local 32 thereby amending the current Collective Bargaining Agreement Appendix, A, in order to establish a new apprentice program; 2) establish new titles and/or salaries; 3) establish four positions as exempt from Civil Service status; and 4) amend SMC Chapter 4.34 to set up an annual vacation allowance for the Executive Director of the Seattle City Employees Retirement System, 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):*

This ordinance seeks to execute a MOU between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, amending the current Collective Bargaining Agreement, Appendix A, in order to set up a new plumber apprentice program.

This ordinance seeks to establish new titles and salaries for Park Ranger and Claims Adjuster-DEA and new salaries for the existing titles of Fire Protection Engineer and Senior Fire Protection Engineer. The Parks Ranger positions were created in the 2008 Adopted Budget, and this legislation sets up the actual position title and salary range for the newly created positions. The salary adjustments for Fire Protection Engineer and Senior Fire Protection Engineer are intended to ensure that the salaries for these classifications are competitive with the pay for comparable jobs throughout the region.



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This ordinance seeks to establish four positions as exempt from Civil Service status, due to nature of the work to be performed by the positions, consistent with Personnel Rule 2.2.

This ordinance seeks to amend the Seattle Municipal Code Section 4.34 to include new Section 035 to set up an annual vacation allowance for the Executive Director of The Seattle City Employees Retirement System (30 days per calendar year; balance not to be carried over into subsequent years). This action would bring the vacation allowance for the Executive Director position to levels provided to other department directors in the City of Seattle.

- *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.)*

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

*Notes:*

***The estimated costs associated with this legislation are summarized in the attachment to the fiscal note. No budgetary action is required by the proposed legislation. The costs of the new Parks Ranger positions were included in the 2008 Adopted Budget and all costs associated with this legislation will be funded through departments' current budgets.***

- **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.)*



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No

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

None

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

Attachment: PERS 4Q07 Employment FISC Attach 1



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## ESTIMATED TWO YEAR COSTS FOR IMPLEMENTATION OF THE 4Q07 EMPLOYMENT ORDINANCE

| Department | Report | New Position Title | Potential Positions Impacted | 2007* (to be paid from the 2008 budget) | 2008** |
|---|---|---|---|---|---|
| ***New Title and/or Salary Reviews*** | | | | | |
| | MOU | Plumber Apprentice | 0 | $0 | $0 |
| PARKS | #07-10125 | Park Ranger[1] | 7 | $0 | $306,879 |
| FIRE | #07-9713 | Fire Protection Engineer[1] | 4 | $28,502 | $19,957 |
| FIRE | #07-9714 | Senior Fire Protection Engineer[1] | 2 | $11,558 | $8,086 |
| DEA | #07-10155 | Claims Adjuster-DEA[1] | 3 | $27,753 | $19,406 |
| | | | ***Subtotal*** | $67,812 | $354,328 |
| ***Exempt Actions*** | | | | | |
| CITY LIGHT | #07-9735 | Executive 2[2] | 1 | $16,725 | $29,760 |
| CITY LIGHT | #07-9953 | IT Professional - A, Exempt[2] | 1 | $7,617 | $23,718 |
| SPUD | #07-9983 | IT Professional - A, Exempt[3] | 1 | $4,436 | $13,815 |
| DOIT | #07-10110 | Strategic Advisor 3, Exempt[3] | 1 | $2,880 | $11,959 |
| | | | ***Subtotal*** | $31,658 | $79,252 |
| | | | ***Total***[4] | $99,470 | $433,580 |

Costing Assumptions:

* 2007 costs include costs during the 2007 fiscal year and prior years 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%.

[1]Positions in the step program are costed from top step to top step of the old and new title and/or rate.

[2]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.

[3]Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

[4]Estimated costs will be absorbed by the departments in their 2008 budget.



CITY CLERK

# City of Seattle

Gregory J. Nickels, Mayor

**Office of the Mayor**

January 29, 2008

Honorable Richard Conlin
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Conlin:

I am transmitting a Council Bill relating to City employment. One of the most significant elements in this legislation is the establishment of titles and salaries for the 7 Park Ranger positions that were included in the 2008 budget. These Park Ranger positions will help make our city parks more enjoyable for Seattle area residents and tourists alike.

In addition, this legislation does the following: 1) authorizes the execution of a Memorandum of Understanding between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, amending the current Collective Bargaining Agreement, Appendix A; 2) establishes new titles and/or salaries; 3) establishes four positions as exempt from Civil Service status; and 4) adds a new section to the Seattle Municipal Code establishing an annual vacation allowance for the Executive Director of the Seattle City Employees Retirement System; all by a 2/3 vote of the City Council.

The four positions proposed for exempt status meet 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.

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

600 Fourth Avenue, 7th 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
An equal employment opportunity, affirmative action employer. Accommodations for people with disabilities provided upon request.

CITY CLERK

# STATE OF WASHINGTON – KING COUNTY

--ss.

221668 No. TITLE ONLY

CITY OF SEATTLE,CLERKS OFFICE

## 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:122636,638&639

was published on

03/13/08

The amount of the fee charged for the foregoing publication is the sum of $ 63.23, which amount has been paid in full.

JENNIFER A. PATZER
MY COMMISSION EXPIRES
NOTARY
PUBLIC
OCT. 24, 2011
STATE OF WASHINGTON

Subscribed and sworn to before me on

03/13/08

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

# State of Washington, King County

## City of Seattle

TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on March 3, 2008, 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. 122639

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

ORDINANCE NO. 122638

AN ORDINANCE relating to the Seattle Department of Parks and Recreation; authorizing the Superintendent to enter into a Lease Agreement with the Woodland Park Lawn Bowling Club for the purpose of renting rooms and teaching lawn bowling, bocce and croquet to the public at the Department of Parks and Recreation's Woodland Park Lawn Bowling facility.

ORDINANCE NO. 122636

AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding by and between the City of Seattle and the United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry, Local 32, amending the current Collective Bargaining Agreement, Appendix A; establishing new titles and new salaries, some retroactive to 2006; designating positions as exempt from Civil Service status; changing the vacation allowance for certain employees by adding a new section to Seattle Municipal Code Chapter 4.34; all by a 2/3 vote of the City Council.

Publication ordered by JUDITH PIPPIN, City Clerk

Date of publication in the Seattle Daily Journal of Commerce, March 13, 2008.

3/13(221668)