

Ordinance No. 122718

Council Bill No. 116233

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2008 Employment Ordinance; establishing new titles and/or salaries; establishing new salaries for certain non-represented titles in the same class series as represented titles; and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

CF No. _____

Date Introduced:	<u>6-2-08</u>	
Date 1st Referred:	To: (committee) <u>Culture Civil Rights Health</u>	
Date Re - Referred:	To: (committee) <u>Personnel</u>	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote: <u>6-16-08</u> <u>6-0</u>	
Date Presented to Mayor:	Date Approved: <u>6-12-08</u> <u>6-25-08</u>	
Date Returned to City Clerk:	Date Published: <u>✓</u>	T.O. <u>✓</u> F.T. _____
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

The City of Seattle - Legislative Department *[Signature]*

Council Bill/Ordinance sponsored by: _____
Councilmember

Committee Action:

pass NL, JG, TR 6/11/08 (UH)

6-16-08 Passed 6-0 (Excused: Conlin, Godden, Licata)

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

Law Department

Law Dept. Review

OMP Review

City Clerk Review

Electronic Copy Loaded

Indexed



City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

May 13, 2008

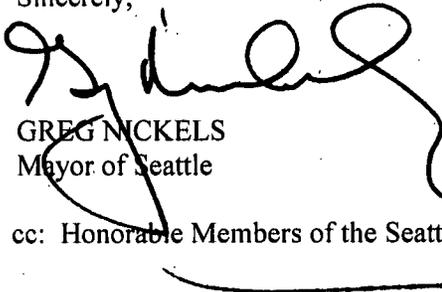
Honorable Richard Conlin
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Conlin:

I am pleased to transmit the attached proposed Council Bill, which is commonly known as the First Quarter Employment Ordinance. This particular Bill establishes new titles and salaries, and exempts six positions from Civil Service status in compliance with criteria established in the Seattle Municipal Code. A number of the new titles and salaries included in this legislation stem from the Human Resource/Executive Assistant (HR/EA) Class & Pay Study that was conducted to better align compensation for City human resources and executive assistant positions with the job market.

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

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1 Department: Personnel
2 Title: Labor Relations Specialist
3 New Salary Range: \$32.19 - \$33.44 - \$34.77 - \$36.12 - \$37.47 (Range 370A)
4 Old Salary Range: \$27.63 - \$28.74 - \$29.88 - \$30.98 - \$32.19 (Range 330A)
5 Report: #08-10310
6 Effective: December 26, 2007
7
8 Department: City Light
9 Title: Labor Relations Coordinator
10 New Salary Range: \$37.47 - \$38.95 - \$40.36 - \$41.90 - \$43.49 (Range 410A)
11 Old Salary Range: \$32.80 - \$34.12 - \$35.44 - \$36.84 - \$38.22 (Range 375A)
12 Report: #08-10310
13 Effective: December 26, 2007
14
15 Department: City Light, Parks Department, Seattle Public Utilities
16 Title: Personnel Specialist, Supervising
17 New Salary Range: \$33.44 - \$34.77 - \$36.12 - \$37.47 - \$38.95 (Range 380A)
18 Old Salary Range: \$30.43 - \$31.54 - \$32.80 - \$34.12 - \$35.44 (Range 355A)
19 Report: #08-10310
20 Effective: December 26, 2007
21
22 Department: Parks Department, Seattle Department of Transportation,
23 Seattle Public Utilities
24 Title: Safety & Health Specialist
25 New Salary Range: \$29.88 - \$30.98 - \$32.19 - \$33.44 - \$34.77 (Range 350A)
26 Old Salary Range: \$28.74 - \$29.88 - \$30.98 - \$32.19 - \$33.44 (Range 340A)
27 Report: #08-10310
28 Effective Date: December 26, 2007
29
30 Department: City Light, Fleets and Facilities, Seattle Department of
31 Transportation, Seattle Public Utilities
32 Title: Safety & Health Specialist, Senior
33 New Salary Range: \$32.19 - \$33.44 - \$34.77 - \$36.12 - \$37.47 (Range 370A)
34 Old Salary Range: \$30.98 - \$32.19 - \$33.44 - \$34.77 - \$36.12 (Range 360A)
35 Report: #08-10310
36 Effective Date: December 26, 2007



1 Department: Personnel
2 Title: Safety/Occupational Health Coordinator
3 New Salary Range: \$32.19 - \$33.44 - \$34.77 - \$36.12 - \$37.47 (Range 370A)
4 Old Salary Range: \$30.98 - \$32.19 - \$33.44 - \$34.77 - \$36.12 (Range 360A)
5 Report: #08-10310
6 Effective Date: December 26, 2007

7 Department: Department of Neighborhoods
8 Title: Community Garden Coordinator
9 New Salary Range: \$23.73 - \$24.65 - \$25.62 - \$26.62 - \$27.69 (Range 300A)
10 Old Salary Range: \$22.01 - \$22.88 - \$23.73 - \$24.65 - \$25.62 (Range 280A)
11 Report: #07-10249
12 Effective Date: January 24, 2007

13 Department: Department of Neighborhoods
14 Title: Community Garden Coordinator
15 New Salary Range: \$24.63 - \$25.59 - \$26.59 - \$27.63 - \$28.74 (Range 300A)
16 Old Salary Range: \$23.73 - \$24.65 - \$25.62 - \$26.62 - \$27.69
17 Report: #07-10249
18 Effective Date: December 26, 2007

19 **Section 2. Establishing New Salaries.** As recommended by the Personnel Director,
20 to address wage compression and/or wage equity with other job titles in the same
21 classification series as a result of salary adjustments provided to the Coalition of City
22 Unions, the following titles and/or salary rates are established as shown, effective as of the
23 dates shown and pay is authorized back to the effective dates:

24
25 Title: Capital Projects Coordinator Supervisor
26 New Salary Range: \$37.69 - \$39.16 - \$40.62 - \$42.23 - \$43.75
27 Old Salary Range: \$34.77 - \$36.12 - \$37.47 - \$38.95 - \$40.36 (Range 390A)
28 Effective: December 26, 2007



1
2 Title: Capital Projects Coordinator, Chief
3 New Salary Range: \$37.69 - \$39.16 - \$40.62 - \$42.23 - \$43.75
4 Old Salary Range: \$34.77 - \$36.12 - \$37.47 - \$38.95 - \$40.36 (Range 390A)
5 Effective: December 26, 2007
6
7 Title: Parking Enforcement Officer Supervisor
8 New Salary Range: \$22.88 - \$23.73 - \$24.65 - \$25.62 - \$26.62 (Range 290A)
9 Old Salary Range: \$20.80 - \$21.60 - \$22.44 - \$23.28 - \$24.21
10 Report: #07-9579
11 Effective: December 27, 2006
12
13 Title: Parking Enforcement Officer Supervisor
14 New Salary Range: \$23.75 - \$24.63 - \$25.59 - \$26.59 - \$27.63 (Range 290A)
15 Old Salary Range: \$22.88 - \$23.73 - \$24.65 - \$25.62 - \$26.62
16 Report: #07-9579
17 Effective: December 26, 2007
18
19 Title: Probation Supervisor
20 New Salary Range: \$34.10 - \$35.43 - \$36.81 - \$38.27 - \$39.76
21 Old Salary Range: \$30.98 - \$32.19 - \$33.44 - \$34.77 - \$36.12 (Range 360A)
22 Effective: December 26, 2007
23
24 Title: Real Property Supervisor
25 New Salary Range: \$39.11 - \$40.63 - \$42.15
26 Old Salary Range: \$34.77 - \$36.12 - \$37.47 (Range 370C)
27 Effective: December 26, 2007
28
29 Title: Utility Service Inspector Supervisor
30 New Salary Range: \$30.81 - \$31.95 - \$33.12 - \$34.44 - \$35.83
31 Old Salary Range: \$29.34 - \$30.43 - \$31.54 - \$32.80 - \$34.12 (Range 345A)
32 Effective: December 26, 2007
33
34 Title: Water Systems Operator, Senior
35 New Salary Range: \$31.82 - \$33.00 - \$34.21 - \$35.57 - \$37.00
36 Old Salary Range: \$29.34 - \$30.43 - \$31.54 - \$32.80 - \$34.12 (Range 345A)



1 Effective: December 26, 2007

2 Title: Water Systems Supervisor

3 New Salary Range: \$36.27 - \$37.71 - \$39.17 - \$40.64 - \$42.24

4 Old Salary Range: \$33.44 - \$34.77 - \$36.12 - \$37.47 - \$38.95 (Range 380A)

5 Effective: December 26, 2007

6 Title: Probation Counselor II-NR

7 New Salary Range: \$30.02 - \$31.20 - \$32.51 - \$33.68 - \$34.91

8 Old Salary Range: \$27.09 - \$28.17 - \$29.34 - \$30.43 - \$31.54

9 Report: #08-10328

10 Effective: December 26, 2007

11 **Section 3. Designating Six Positions as Exempt from Civil Service Status.** As
12 recommended by the Personnel Director in the Classification Determination specified, six
13 positions are designated as exempt from Civil Service as noted below, pursuant to SMC
14 4.13.010(1):
15

16 -- 1 position (#00016082) in the Human Services Department; Manager 2, General
17 Government designated to Manager 3, Exempt (Report #08-10199).

18 -- 1 position (#10004259) in the Parks Department; TBD (Manager 3) designated to
19 Manager 3, Exempt (Report #08-10209).

20 -- 1 position (#00025611) in the Department of Executive Administration; Information
21 Technology Professional B designated to Information Technology Professional – A,
22 Exempt (Report #08-10261).

23 -- 1 position (#00024552) in the Seattle Center; Strategic Advisor 2, General
24 Government designated to Strategic Advisor 3, Exempt (Report #08-10267).
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- 1 -- 1 position (#10004293) in the Department of Neighborhoods; TBD (Administrative
2 Staff Assistant) designated to Administrative Staff Assistant, Exempt (Report #08-
3 10277).
4 -- 1 position (#00016933) in the Department of Finance; Administrative Specialist III-
5 BU designated to Administrative Staff Analyst, Exempt (Report #08-10285).
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8 **Section 4.** Any act consistent with the authority and prior to the effective date of this
9 ordinance is hereby ratified and confirmed.
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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 commonly referred to as the First Quarter 2008 Employment Ordinance; establishing new titles and/or salaries; establishing new salaries for certain non-represented titles in the same class series as represented titles; and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

Summary and background of the Legislation:

This legislation seeks to 1) establish new titles and/or salaries; and 2) establish six positions 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):*

This ordinance seeks to establish new titles and/or salaries.

1. New titles and new salaries are recommended to be established as a result of the Human Resource/Executive Assistant (HR/EA) Class & Pay Study. This study was conducted to better align the compensation for the City's human resources and executive assistant titles to the market.

The following new titles and salaries resulted from the HR/EA Class & Pay Study:

- Personnel Analyst Supervisor - Compensation, Senior Personnel Analyst - Compensation, Personnel Specialist-Employment

The following new salaries resulted from the HR/EA Class & Pay Study:

- Labor Relations Specialist, Labor Relations Coordinator, Supervising Personnel Specialist, Senior Safety & Health Specialist, Safety & Health Specialist and Safety/Occupational Health Coordinator

2. The following new salary is due to a routine request and as a result of market research and internal alignment considerations:

- Community Garden Coordinator

3. The following new salaries are to address wage compression and/or wage equity issues due to salary adjustments to other job titles within the same classification series that are represented by the Coalition of City Unions:

- Capital Projects Coordinator Supervisor, Chief Capital Projects Coordinator, Parking Enforcement Officer Supervisor, Probation Supervisor, Real Property Supervisor,



Utility Service Inspector Supervisor, Senior Water Systems Operator, Water Systems Supervisor, Probation Counselor II-NR

This ordinance seeks to establish six 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.

- *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.)*

Notes:

The estimated costs associated with this legislation are summarized in the attachment to the fiscal note. The 2008 costs will be absorbed in departments' current budgets and costs in 2009 and 2010 will be considered in the development of the proposed biennial budget.

- **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, including using an existing facility to fulfill the uses envisioned by the proposed project, adding components to or subtracting components from the total proposed project, contracting with an outside organization to provide the services the proposed project would fill, or other alternatives):*

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.

Mark M. McDermott/Joan Mathes.
May 13, 2008
PERS 1Q08 Employment FISC
Version # 1

None.

Please list attachments to the fiscal note below:

Attachment: PERS 1Q08 Employment FISC Attach 1



**ESTIMATED TWO YEAR COSTS FOR IMPLEMENTATION OF
THE 1Q08 EMPLOYMENT ORDINANCE**

Dept	Report	New Position Title	Potential Positions Impacted	2008*	2009**
<i>New Title and/or Salary Reviews</i>					
PERS	#08-10310	Personnel Analyst Supervisor - Comp ¹	2	\$25,458	\$26,349
PERS	#08-10310	Personnel Analyst, Senior - Comp ¹	5	\$24,516	\$25,374
SPUD	#08-10310	Personnel Specialist - Employment ¹	2	\$14,106	\$14,600
PERS	#08-10310	Labor Relations Specialist ¹	2	\$25,507	\$26,399
CL	#08-10310	Labor Relations Coordinator ¹	2	\$25,458	\$26,349
CL PARKS SDOT	#08-10310	Personnel Specialist Supervising ¹	4	\$43,381	\$44,899
PARKS SDOT SPUD	#08-10310	Safety & Health Specialist ¹	5	\$16,062	\$16,625
CL FLEETS SDOT SPUD	#08-10310	Safety & Health Specialist, Senior ¹	8	\$26,086	\$26,999
PERS	#08-10310	Safety/Occupational Health Coord ¹	2	\$6,522	\$6,750
DON	#07-10249	Community Garden Coordinator ¹	6	\$42,716	\$15,750
PERS-TES		Capital Projects Coordinator Supervisor ¹	1	\$8,188	\$8,475
SC		Capital Projects Coordinator, Chief ¹	1	\$8,188	\$8,475
POLICE	#07-9579	Parking Enforcement Officer Supervisor ¹	5	\$41,303	\$12,625
MC		Probation Supervisor ¹	1	\$8,792	\$9,100
FLEETS		Real Property Supervisor ¹	1	\$11,304	\$11,700
SPUD		Utility Service Inspector Supervisor ¹	1	\$4,130	\$4,275
SPUD		Water Systems Operator, Senior ¹	2	\$13,913	\$14,400
SPUD		Water Systems Supervisor ¹	2	\$15,893	\$16,450
MC	#08-10328	Probation Counselor II-NR ¹	1	\$7,681	\$7,950
			Subtotal	\$369,206	\$323,542
<i>Exempt Actions</i>					
HSD	#08-10199	Manager 3, Exempt ²	1	\$10,783	\$12,175
PARKS	#08-10209	Manager 3, Exempt ²	1	\$0	\$0
DEA	#08-10261	IT Professional - A, Exempt ²	1	\$25,193	\$17,600
SC	#08-10267	Strategic Advisor 3, Exempt ²	1	\$8,228	\$14,600
DON	#08-10277	Administrative Staff Assistant ¹	1	\$0	\$0
FINANCE	#08-10285	Administrative Staff Analyst ¹	1	\$12,554	\$22,274
			Subtotal	\$56,758	\$66,648
			Total³	\$425,963	\$390,190

Costing Assumptions:

* 2008 costs include costs during the 2008 fiscal year and prior years based on effective date in Class Determination Report(s) and statutory benefits projected at 15.68%.

**2009 costs are projected at 3.5% and include statutory benefits projection of 15.68%.



ESTIMATED TWO YEAR COSTS FOR IMPLEMENTATION OF THE 1Q08 EMPLOYMENT ORDINANCE

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

²Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

³The 2008 costs will be absorbed in departments' current budgets and costs in 2009 will be considered in the development of the proposed 2009/2010 biennial budget.

FILED
CITY OF SEATTLE

08 JUL 18 PM 1:04

CITY CLERK

STATE OF WASHINGTON - KING COUNTY

--SS.

226209
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

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.

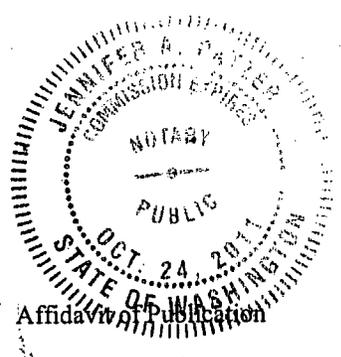
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122715-122722

was published on

06/30/08

The amount of the fee charged for the foregoing publication is the sum of \$ 105.38, which amount has been paid in full.



[Signature]
Subscribed and sworn to before me on
06/30/08
[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 ordinance, as passed by the City Council on June 18, 2008, and published here by title only, will be mailed at no cost on request for two months after this publication. For further information, contact the Seattle City Clerk at 206-468-8844.

ORDINANCE NO. 122722

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

ORDINANCE NO. 122721

AN ORDINANCE approving and confirming the plat of Terrace on Capitol Hill, Addition to the City of Seattle, in a portion of Section 20, Township 25 North, Range 4 East, W.M., in King County, Washington.

ORDINANCE NO. 122720

AN ORDINANCE approving and confirming the plat of Brazil Addition to the City of Seattle, in a portion of Section 18, Township 25 North, Range 4 East, W.M., in King County, Washington.

ORDINANCE NO. 122719

AN ORDINANCE relating to City employment, authorizing the execution of a Memorandum of Understanding between the City of Seattle and the International Association of Machinists and Aerospace Workers, District Lodge 160, Local 79, amending the current Collective Bargaining Agreement to include Appendix B, identifying job titles that comprise a new bargaining unit, and providing payment therefor.

ORDINANCE NO. 122718

AN ORDINANCE relating to City employment, commonly referred to as the First Quarter 2008 Employment Ordinance, establishing new titles and/or salaries, establishing new salaries for certain non-represented titles in the same class series as represented titles, and designating positions as exempt from Civil Service status, all by a 2/3 vote of the City Council.

ORDINANCE NO. 122717

AN ORDINANCE relating to City employment, authorizing the Mayor to sign and/or execute a collective bargaining agreement between the City of Seattle and the Joint Crafts Council, establishing wage adjustments, and providing payment therefor.

ORDINANCE NO. 122716

AN ORDINANCE relating to the Department of Parks and Recreation authorizing the Superintendent of Parks and Recreation to negotiate, execute, grant, and convey Easement Rights Over Air and across a portion of Fauntleroy Park for the purposes of installing, repairing, maintaining and reconstructing an existing retaining wall to repair and control landside activity, and to accept payment and reimbursement therefor.

ORDINANCE NO. 122715

AN ORDINANCE relating to City employment, adopting a 2008 Citywide Position List.

Publication ordered by JUDITH PEIN, City Clerk.

Date of publication in the Seattle Daily Journal of Commerce, June 30, 2008.

