

Ordinance No. 122794

Council Bill No. 116327

AN ORDINANCE relating to City employment commonly referred to as the Third Quarter 2008 Employment Ordinance; establishing new titles and/or salaries; establishing a new salary for a non-represented title in the same class series as a represented title; designating positions as exempt from Civil Service status; and establishing a compensation program by adding a new section to Seattle Municipal Code Chapter 4.20; all by a 2/3 vote of the City Council.

CF No. _____

Date Introduced:	<u>9.8.08</u>	
Date 1st Referred:	To: (committee) Culture, Civil Rights, Health and Personnel (CCRHP)	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote: <u>9-15-08</u> <u>8-0</u>	
Date Presented to Mayor:	Date Approved: <u>9-16-08</u> <u>9.24.08</u>	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: *[Signature]*
Council member

Committee Action:

pass 3-0 NL, TR, JG 9/10/08 (UH)

9-15-08 Passed 8-0 (Excused: Drago)

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

September 2, 2008

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

Dear Council President Conlin:

I am pleased to transmit to you the proposed Council Bill, commonly referred to as the Third Quarter Salary Ordinance, which establishes a new compensation program by adding a new section to Seattle Municipal Code Chapter 4.20; establishes new titles or salaries; and establishes six positions as exempt from Civil Service status. The six 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,

A handwritten signature in black ink, appearing to read 'Greg Nickels', written over a large, faint circular stamp or watermark.

GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



1
2 **ORDINANCE** 122794
3

4 AN ORDINANCE relating to City employment commonly referred to as the Third Quarter
5 2008 Employment Ordinance; establishing new titles and/or salaries; establishing a new
6 salary for a non-represented title in the same class series as a represented title; designating
7 positions as exempt from Civil Service status; and establishing a compensation program
8 by adding a new section to Seattle Municipal Code Chapter 4.20; all by a 2/3 vote of the
9 City Council.

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

11 **Section 1.** Seattle Municipal Code Chapter 4.20 is hereby amended to include the following
12 new Section:

13 SMC 4.20.450 Establishing a Compensation Program. As recommended by the Personnel
14 Director, there is hereby established a discretionary pay program to be known as the
15 Investments/Debt Director Compensation Program to be used by the Department of Executive
16 Administration and the Department of Finance.
17

18
19 A. Titles and Pay Band: The following titles are hereby created, and the corresponding
20 pay band is established as shown, effective April 12, 2008:

<u>Title</u>	<u>Pay Band</u>
Investments/Debt Director	\$38.31 - \$76.63
Assistant Investments/Debt Director	\$38.31 - \$76.63

25 Base pay for any position incumbent of the above titles shall be set by the appointing authority,
26 and may not exceed the pay band maximum.
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1 B. Program Administration: The Personnel Director is authorized to develop
2 and publish guidelines and a plan document to support the Department of Executive
3 Administration and the Department of Finance in administration of the Investments/Debt
4 Director Compensation Program. The Personnel Director shall review the pay band at least
5 every two years and, when appropriate, recommend a structure adjustment to the City
6 Council. If the structure adjustment is approved by the City Council, the appointing
7 authority shall determine whether position incumbents shall receive a base salary increase
8 (market adjustment) to reflect any or all of the approved structure adjustment; provided, that
9 no incumbent shall be eligible for the market adjustment if his or her performance in the
10 most recent evaluation cycle failed to be described as "satisfactory" or better.

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14 The positions within the Investments/Debt Director Compensation Program are not eligible for
15 cost of living adjustments which may be granted to other non-represented positions and
16 employees.

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

22
23 Department: Human Services Department
24 New Title: Fair Hearing Coordinator
25 New Salary Range: \$23.86 - \$24.77 - \$25.75 - \$26.73 - \$27.77 (Range BAM)
26 Report: #08-10579
27 Effective: October 15, 2006
28



1
2 Department: Human Services Department
3 New Title: Fair Hearing Coordinator
4 New Salary Range: \$24.67 - \$25.61 - \$26.63 - \$27.64 - \$28.71 (Range BAM)
5 Report: #08-10579
6 Effective: December 27, 2006

7
8 Department: Human Services Department
9 New Title: Fair Hearing Coordinator
10 New Salary Range: \$25.61 - \$26.58 - \$27.64 - \$28.69 - \$29.80 (Range BAM)
11 Report: #08-10579
12 Effective: December 26, 2007

13
14 Department: Department of Planning & Development
15 Title: Senior Sign Inspector
16 New Salary Range: \$32.75 - \$34.02 - \$35.34 - \$36.75 - \$38.18
17 Old Salary Range: \$30.98 - \$32.19 - \$33.44 - \$34.77 - \$36.12 (Range 360A)
18 Report: Memorandum of Agreement
19 Effective: May 28, 2008

20
21 Department: Office of Hearing Examiner
22 Title: Deputy Hearing Examiner
23 New Salary Range: \$39.24 - \$90.19 (Range AAF)
24 Old Salary Range: \$42.67 - \$44.34 - \$46.05 - \$47.77 - \$49.61 (Range 445A)
25 Report: #08-10344
26 Effective: February 28, 2008

27
28 Department: Personnel
29 Title: Certified Industrial Hygienist
30 New Salary Range: \$34.12 - \$35.44 - \$36.84 - \$38.22 - \$39.67 (Range 385A)
31 Old Salary Range: \$32.80 - \$34.12 - \$35.44 - \$36.84 - \$38.22 (Range 375A)
32 Report: #08-10659
33 Effective Date: December 26, 2007

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



1 **Section 3. Establishing New Salary.** As recommended by the Personnel Director, to
2 address wage compression and/or wage equity with other job titles in the same classification
3 series as a result of salary adjustments provided to the Coalition of City Unions, the
4 following title and/or salary rate is established as shown, effective as of the dates shown and
5 pay is authorized back to the effective date:
6

7 Department Department of Planning & Development
8 Title: Electrical Inspector Supervisor
9 New Salary Range: \$35.44 - \$36.84 - \$38.22 - \$39.67 - \$41.17 (Range 395A)
10 Old Salary Range: \$33.44 - \$34.77 - \$36.12 - \$37.47 - \$38.95 (Range 380A)
11 Report: #06-9246
12 Effective: December 26, 2007

13 **Section 4. Designating Six Positions as Exempt from Civil Service Status.** As
14 recommended by the Personnel Director in the Classification Determination specified, six
15 positions are designated as exempt from Civil Service as noted below, pursuant to SMC
16 4.13.010(1):

17 -- 1 position (#10002186) in the City Light Department; Information Technology
18 Professional – C-BU designated to Information Technology Professional – A,
19 Exempt (Report #08-10257).

20 -- 1 position (#10001055) in the Parks Department; Manager 3, Engineering & Plans
21 Review designated to Strategic Advisor 3, Exempt (Report #08-10319).

22 -- 1 position (#10001510) in the Parks Department; Manager 3, Engineering & Plans
23 Review designated to Manager 3, Exempt (Report #08-10320).

24 -- 1 position (#00022796) in the City Light Department; Manager 3, Finance, Budget
25 & Accounting designated to Executive 2 (Report #08-10343).
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1 -- 1 position (#00016593) in the City Light Department; Manager 3, Utilities
2 designated to Executive 2 (Report #08-10297).

3 -- 1 position (#00022347) in the Department of Neighborhoods; Manager 2, General
4 Government designated to Manager 2, Exempt (Report #08-10415).

5
6 **Section 5.** Any act consistent with the authority and prior to the effective date of this
7 ordinance is hereby ratified and confirmed.
8

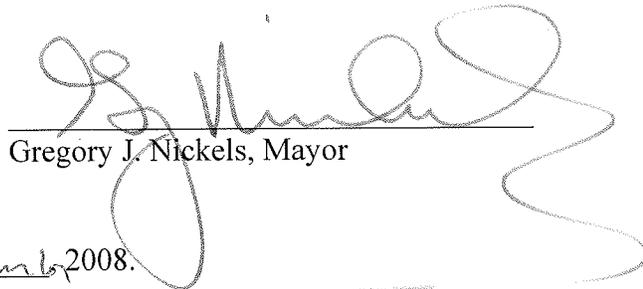
9
10 **Section 6.** This ordinance shall take effect and be in force thirty (30) days from and
11 after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10)
12 days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

13 Passed by a two-thirds (2/3) vote of all the members of the City Council the 15th day of
14 September, 2008, and signed by me in open session in authentication of its passage this
15 15th day of September, 2008.

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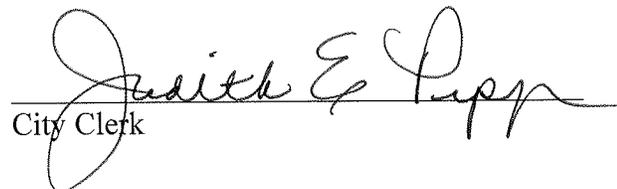
18 President _____ of the City Council

19 Approved by me this 24th day of Sept, 2008.

20
21 

22 Gregory J. Nickels, Mayor

23
24 Filed by me this 26th day of September, 2008.

25
26 

27 City Clerk

28 (Seal)

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 Third Quarter 2008 Employment Ordinance; establishing new titles and/or salaries; establishing a new salary for a non-represented title in the same class series as a represented title; designating positions as exempt from Civil Service status; and establishing a compensation program by adding a new section to Seattle Municipal Code Chapter 4.20; all by a 2/3 vote of the City Council.

Summary and background of the Legislation:

This legislation seeks to 1) establish a discretionary pay program and new titles as a result of a pay study of the City's investments and debt management functions; 2) establish new titles and/or salaries due to various MOAs or classification/compensation reviews; and 3) establish six positions as exempt from Civil Service status.

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

1. New titles and a new discretionary pay plan with a single pay band (Investments/Debt Director Compensation Program) are recommended to be established as a result of a pay study of the City's investments and debt management functions. This study was conducted to address recruitment and retention issues and to better align the compensation for the City's investment and debt management jobs to the market.

The following new titles and salaries are included in the new program:

- Investments/Debt Director
- Assistant Investments/Debt Director

2. New titles and/or salaries are recommended due to various MOAs or classification/compensation reviews.

The following new title is to clarify differences between the duties performed by the 'Counselor' title and the 'Fair Hearing Coordinator' title. The City's classification and compensation system requires a change to the job title of 'Counselor-Fair Hearing Coordinator' from a premium pay title to a separate, stand-alone title.

- Fair Hearing Coordinator



A new salary is recommended for the following classification due to a routine request and as a result of market research and internal alignment considerations:

- Deputy Hearing Examiner

A new salary is recommended for the following classification as a result of a Memorandum of Agreement between the City of Seattle and I.B.E.W. Local 46:

- Senior Sign Inspector

A new salary is recommended for the following classification to address wage compression due to salary adjustments to other job titles within the same classification series:

- Certified Industrial Hygienist

A new salary is recommended for the following classification 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:

- Electrical Inspector Supervisor

3. 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.

Please list attachments to the fiscal note below:

Attachment 1: Implementation of the 3Q08 Employment Ordinance

**IMPLEMENTATION OF
THE 3Q08 EMPLOYMENT ORDINANCE**

Dept	Report	New Position Title	Potential Positions Impacted	2008*	2009**
<i>New Title and/or Salary Reviews</i>					
DEA/DOF	#08-10322	Investments/Debt Director	0	\$0	\$0
DEA		Investments/Debt Director, Assistant	0	\$0	\$0
HSD	#08-10579	Fair Hearing Coordinator	0	\$0	\$0
DPD	MOA	Sign Inspector, Senior ¹	1	\$2,903	\$5,200
DPD	#06-9246	Electrical Inspector Supervisor ¹	2	\$10,724	\$11,207
PERS	#08-10659	Industrial Hygienist, Certified ¹	1	\$3,502	\$3,660
OHE	#08-10344	Hearing Examiner, Deputy ²	1	\$30,414	\$38,139
			Subtotal	\$47,543	\$58,206

Exempt Actions

CL	#08-10257	IT Professional - A, Exempt ³	1	\$24,289	\$27,689
PARKS	#08-10319	Strategic Advisor 3, Exempt ³	1	\$0	\$0
PARKS	#08-10320	Manager 3, Exempt ³	1	\$0	\$0
CL	#08-10343	Executive 2 ³	1	\$11,956	\$16,659
CL	#08-10297	Executive 2 ³	1	\$3,985	\$16,659
DON	#08-10415	Manager 2, Exempt ³	1	\$0	\$0
			Subtotal	\$40,230	\$61,007
			Total⁴	\$87,774	\$119,213

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 4.5% and include statutory benefits projection of 15.68%.

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

²Positions 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.

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

⁴The 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.

STATE OF WASHINGTON – KING COUNTY

--SS.

229692
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.

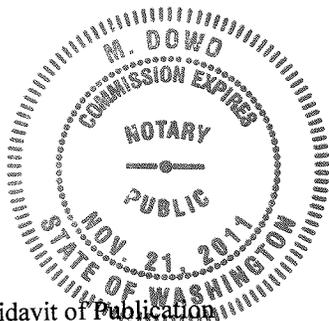
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122791-122795

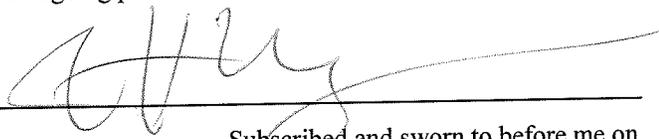
was published on

10/01/08

The amount of the fee charged for the foregoing publication is the sum of \$ 98.35, which amount has been paid in full.

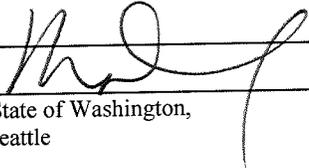


Affidavit of Publication



Subscribed and sworn to before me on

10/01/08


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 September 15, 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 684-8344.

ORDINANCE NO. 122795

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

ORDINANCE NO. 122794

AN ORDINANCE relating to City employment commonly referred to as the Third Quarter 2008 Employment Ordinance; establishing new titles and/or salaries; establishing a new salary for a non-represented title in the same class series as a represented title; designating positions as exempt from Civil Service status; and establishing a compensation program by adding a new section to Seattle Municipal Code Chapter 4.20; all by a 2/3 vote of the City Council.

ORDINANCE NO. 122793

AN ORDINANCE relating to City employment; authorizing the Mayor to sign and/or execute a collective bargaining agreement by and between the City of Seattle and the Washington State Council of County and City Employees, Local 21Z to be effective through December 31, 2010; establishing salary adjustments; and providing payment therefor.

ORDINANCE NO. 122792

AN ORDINANCE relating to economic and community development; authorizing a loan of federal Section 108 loan proceeds to finance acquisition and rehabilitation of a portion of the Bush Hotel at 409 Maynard Avenue South; appropriating and authorizing the disbursement of Brownfields Economic Development Initiative grant ("BEDI Grant") funds to provide loan loss reserves on the loan and to finance project costs associated with the loan; authorizing loan documents, amendments, replacements and related documents and actions; and authorizing amendments to the City's 2005-2008 Consolidated Plan to reflect the transactions contemplated by this ordinance.

ORDINANCE NO. 122791

AN ORDINANCE relating to community development assistance for a dental clinic; authorizing the Director of the Human Services Department to enter into a Memorandum of Agreement with Seattle Chinatown International District Preservation and Development Authority, to partially fund the development of a dental clinic, lifting a budget proviso, changing appropriations, and ratifying and confirming certain prior acts.

Publication ordered by JUDITH PIPPIN,
City Clerk

Date of publication in the Seattle Daily
Journal of Commerce, October 1, 2008.

10/1(229692)