

Ordinance No. 123012

Council Bill No. 116537

AN ORDINANCE relating to City employment; authorizing the execution of a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17; and providing payment therefor.

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: *Nick Licata*

Councilmember

Committee Action:

pass 3-0 NC, JA, BH (UH) 6/10/09

6.15.09 Pass 8-0 (TR exam)

CF No. _____

Date Introduced:	<u>5-26-09</u>	
Date 1st Referred:	To: (committee)	<u>Culture, Civil Rights, Health and Personnel (CCRHP)</u>
<u>5-26-09</u>		
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote:	
<u>6.15.09</u>	6-16-09 <u>8-0</u>	
Date Presented to Mayor:	Date Approved:	
<u>6.16.09</u>	<u>6-22-09</u>	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
<u>6-24-09</u>	<u>2P</u>	
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

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

ORDINANCE 123012

AN ORDINANCE relating to City employment; authorizing the execution of a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17; and providing payment therefor.

WHEREAS, Energy Management Analysts, Energy Management Analyst Assistants, Energy Management Analyst Seniors, Energy Management Analyst Supervisors, and Building Energy Resource Specialists certified to become represented with the International Federation of Professional and Technical Engineers, Local 17 in May of 2008; and

WHEREAS, prior to these employees' organizing efforts, City Light had been in the process of reviewing their wages to address concerns with recruitment and retention of such positions; and

WHEREAS, the City and the International Federation of Professional and Technical Engineers, Local 17 entered into negotiations and came to an agreement on the subject of compensation for such employees; NOW, THEREFORE

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Personnel Director and recommended by the Mayor, the Mayor is hereby authorized for and on behalf of the City of Seattle to execute a letter of agreement between the City of Seattle and International Federation of Professional and Technical Engineers, Local 17, substantially in the form attached hereto as Attachment 1 and identified as "Letter of Agreement By and Between IFPTE, Local 17 and Seattle City Light Accretion of Energy Management Analyst Series/Building Energy Resource Specialist."

Section 2. The heads of employing units and or their designees are hereby authorized to use unexpended and unencumbered salary funds accumulating in their budgets to pay the compensation authorized in the attached letter of agreement.



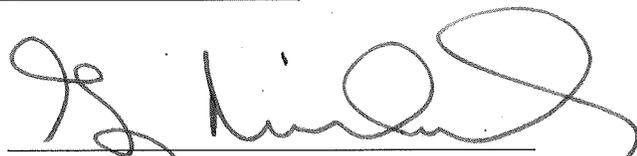
1 Section 4. Any act consistent with the authority and prior to the effective date of this
2 ordinance is hereby ratified and confirmed.

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

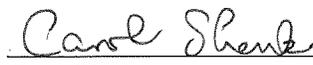
6
7 Passed by the City Council the 15th day of June, 2009, and
8 signed by me in open session in authentication of its passage this
9 15th day of June, 2009.

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11
12 
13 President _____ of the City Council

14 Approved by me this 22nd day of June, 2009.

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16 
17 Gregory J. Nickels, Mayor

18
19 Filed by me this 24th day of June, 2009.

20
21
22 
23 Acting City Clerk

24 (Seal)

25 Attachment 1: Letter of Agreement By and Between IFPTE, Local 17 and Seattle City Light
26 Accretion of Energy Management Analyst Series/Building Energy Resource Specialist



Letter of Agreement
By and Between
IFPTE, Local 17 and Seattle City Light
Accretion of Energy Management Analyst Series/
Building Energy Resource Specialist

Impact Bargaining Results

Wage compensation

Effective upon signature there will be a 15% pay increase for Energy Management Analyst Series and Building Energy Resource Specialist position(s), retroactive to May 16, 2008.

Re-Open negotiations

Local 17 and the City agree to re-open negotiations in December of 2010 to re-consider salaries and whether or not adjustments are necessary.

Salary Study

The City and Local 17 agree to have a 2009/2010 completed salary study by re-opener of negotiations in December of 2010.

Training

Seattle City Light shall continue to provide adequate training resources in 2009 and beyond, in order to provide the necessary training to update job skills.

Overtime

All employees shall be eligible for overtime pay effective January 1, 2009, administered consistently and equitably as outlined by the Collective Bargaining Agreement between the parties.

The parties agree to all of the above by their signatures affixed hereto:

For the Union

For Seattle City Light

_____ Date _____
Guadalupe Perez
Business Representative
IFPTE Local 17

_____ Date _____
Patsy Taylor
Labor Relations Coordinator



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel	David Bracilano/4-7874 Sarah Butler/4-7929	Amy Williams/3-2651

Legislation Title:

AN ORDINANCE relating to City employment; authorizing the execution of a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17; and providing payment therefor.

• **Summary of the Legislation:**

The attached Council Bill authorizes the Mayor to execute a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17 (hereafter, "Local 17"). This legislation affects 28 City employees.

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

In May of 2008, Energy Management Analysts, Energy Management Analyst Assistants, Energy Management Analyst Seniors, Energy Management Analyst Supervisors, and Building Energy Resource Specialists certified to become represented by Local 17. Prior to these employees' organizing efforts, City Light had been in the process of reviewing their wages to address concerns with recruitment and retention of such positions. The demand for these titles was increased due to the passage of Initiative 937 that places additional requirements on utilities in the area of conservation. The City and Local 17 entered into negotiations and came to an agreement on a 15% pay increase for the Energy Management Analyst series and Building Energy Resource Specialist job titles.

• *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.)*

The costs associated with the wage increase are estimated to be approximately \$890,000 for 2008 through 2010 (assuming a 2.6% cost of living adjustment for 2010). These costs were not assumed in the adopted 2009-2010 Adopted Budget; however, City Light has agreed to absorb this cost in their 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.)

Without Council ratification of the letter of agreement, these employees will continue to be paid at their current rates.

- **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.)*

There are no possible alternatives to the legislation that could achieve the same or similar objectives.

- **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):*

No other issues

Please list attachments to the fiscal note below:

None





City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

May 12, 2009

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 authorizing the execution of a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17 (hereafter, "Local 17"). This legislation affects 28 City employees.

In May of 2008, employees in the Energy Management Analyst series and Building Energy Resource Specialists certified to become represented by Local 17. Prior to these employees' organizing efforts, City Light had been in the process of reviewing their wages to address concerns with recruitment and retention of employees in these job titles. The City and Local 17 entered into negotiations and agreed to a 15% pay increase for the Building Energy Research Specialist and Energy Management Analyst series job titles. The costs associated with this increase are being absorbed in City Light's existing budget and do not require an additional appropriation at this time.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at extension 4-7874 or Sarah Butler at extension 4-7929.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Nickels", written over a large, stylized circular flourish.

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) 615-0476 Fax: (206) 684-5360, Email: mayors.office@seattle.gov

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STATE OF WASHINGTON – KING COUNTY

--SS.

240876
CITY OF SEATTLE, CLERKS OFFICE

No. 123012 123015

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.

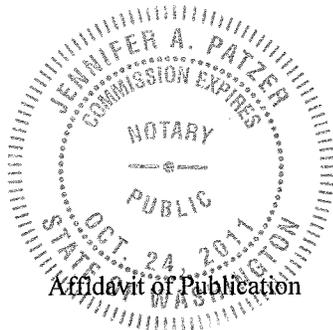
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT: TITLE ONLY ORDINANCES

was published on

06/26/09

The amount of the fee charged for the foregoing publication is the sum of \$ 35.38, which amount has been paid in full.



[Signature]
Subscribed and sworn to before me on
06/26/09 *[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 June 15, 2009, and published here by title only, will be mailed upon request, or can be accessed at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

ORDINANCE NO. 123015

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

ORDINANCE NO. 123012

AN ORDINANCE relating to City employment; authorizing the execution of a letter of agreement between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17; and

providing payment therefor.

Date of publication in the Seattle Daily Journal of Commerce, June 26, 2009.

6/26(240876)