

**Ordinance No. 124485**

Council Bill No. 118100

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

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

Date Introduced: 5/19/13		
Date 1st Referred:	To: (committee) Full Council	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: 5/27/14	Full Council Vote: 8-0 (excused: Rasmussen)	
Date Presented to Mayor: 5/28/14	Date Approved: 5/30/14	
Date Returned to City Clerk: 5/30/14	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: \_\_\_\_\_

**Councilmember**

### Committee Action:

### Full Council Action

$$\underline{5 \mid 27 \mid 14}$$

Passed

8-0

(excused:  
Rasmussen)

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

## Law Dept. Review

## OMP Review

## City Clerk Review

## Electronic Copy Loaded

## Indexed



**CITY OF SEATTLE**

**ORDINANCE** 124485

**COUNCIL BILL** 118100

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

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

Section 1. As requested by the Personnel Director and recommended by the Mayor, effective January 1, 2014, the base wage rates for all non-represented City employees and officers shall be increased by 1.8 percent, except those employees holding Library positions and those employees holding positions with the following titles:

City Attorney, Assistant

City Light General Manager and Chief Executive Officer

Contract Employee-Intermittent

Councilmember

Electric Utility Executive, All Classes

Executive Manager-City Auditor

Executive Manager-Legislative

Executive, All Classes

Hearing Examiner, All Classes

Hearing Examiner-Pro Tempore-Intermittent

High School Intern-Intermittent



1 Information Technology Professional, All Classes

2 Investments/Debt Director, All Classes

3 Legislative Assistant

4 Legislative Assistant-Intermittent

5 Manager, All Classes

6 Mayoral Staff Assistant, All Classes

7 Members of Boards or Commissions with Session or Meeting Rates

8 Municipal Judge

9 Municipal Judge-Pro Tempore-Day-Intermittent

10 Power Marketer

11 Strategic Advisor, All Classes

12 Strategic Advisor-Audit

13 Strategic Advisor-Legislative

14 Volunteer Firefighter-Skagit Project

15 Volunteer Firefighter-Skagit Project-Intermittent

16 Work Training Enrollee-Intermittent

17 Work Training Enrollee-Tier II-Intermittent

18 Youth Employment Enrollee-Summer-Intermittent

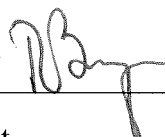
19 Youth Employment Enrollee-Summer-NC-Intermittent

20  
21  
22 Section 2. Compensation increases resulting from this ordinance will be covered by  
23 increased Department appropriations authorized by C.B. 118103.  
24  
25  
26  
27  
28


1 Section 3. Any act consistent with the authority and prior to the effective date of this  
2 ordinance is ratified and confirmed.

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


7  
8 Passed by the City Council the 27<sup>th</sup> day of May, 2014, and  
9 signed by me in open session in authentication of its passage this  
10 27<sup>th</sup> day of May, 2014.

11  
12   
13 President \_\_\_\_\_ of the City Council

14  
15 Approved by me this 30<sup>th</sup> day of May, 2014.

16  
17   
18 Edward B. Murray, Mayor

19  
20 Filed by me this 30<sup>th</sup> day of May, 2014.

21  
22   
23 Monica Martinez Simmons, City Clerk

24 (Seal)

PER  
CITY  
CLERK

## **FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Personnel	David Bracilano/47874 Sarah Butler/47929	Jeanette Blankenship/50087

### **Legislation Title:**

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

### **Summary of the Legislation:**

This legislation authorizes the same cost-of-living increase that was tentatively agreed to between the City and the Coalition of City Unions ("Coalition") to also be extended to certain non-represented City employees. Approximately 1,246 employees are affected by this legislation.

The attached Council Bill provides for a 1.8 percent cost-of-living increase to employees' base wages, effective January 1, 2014. This increase reflects 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period August 2011 through June 2012 to August 2012 through June 2013. Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 1 of the Bill are excluded from the cost-of-living increase authorized by this Council Bill.

### **Background:**

Historically, the City has provided the same wage increases, benefits and other conditions of employment to non-represented City employees as to Coalition members. The purpose of this legislation is to establish the same timeline for the 2014 cost of living increase to non-represented employees as to Coalition employees. The City entered into negotiations with the Coalition in the fall of 2013 and came to a tentative agreement in March of 2014.

Please check one of the following:

☐ This legislation does not have any financial implications.

☒ This legislation has financial implications.

Labor Relations developed the estimates below to approximate the 2014 costs of wage increases. Costs for 2014, which include City contributions to retirement, social security, and Medicare, were included in the development of the 2013-2014 biennial budget. Funds have been set aside as a reserve to pay for these cost increases.



Employees not covered by a collective bargaining agreement will have their base wages' increase by 1.8 percent for 2014. The aggregate cost of wages for these employees and for Coalition members, who have historically been extended the same increases, is estimated to grow from \$671.6 million in 2013 to \$691.8 million in 2014.

**Other Implications:**

a) **Does the legislation have indirect financial implications, or long-term implications?**  
See above

b) **What is the financial cost of not implementing the legislation?**  
If the wage increase is not legislated, employees will continue to receive the same wages that became effective on January 2, 2013. There may be additional risks associated with not implementing this legislation.

c) **Does this legislation affect any departments besides the originating department?**  
Most City departments are affected by this legislation. This proposed Council Bill will impact these departments' budgets, but should not have operational impacts.

d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**  
None

e) **Is a public hearing required for this legislation?**  
No

f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No

g) **Does this legislation affect a piece of property?**  
No

h) **Other Issues:** None

**List attachments to the fiscal note below:** None





**City of Seattle**  
Edward B. Murray  
Mayor

May 6, 2014

Honorable Tim Burgess  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that authorizes the same cost-of-living increase that was tentatively agreed to between the City and the Coalition of City Unions, to also be extended to certain non-represented City employees. Approximately 1,246 employees are affected by this legislation.

The attached Council Bill provides for a 1.8 percent cost-of-living increase to employees' base wages, effective January 1, 2014. This increase reflects 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period August 2011 through June 2012 to August 2012 through June 2013. Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 1 of the Bill are excluded from the cost-of-living increase authorized by this Council Bill.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at (206)684-7874 or Sarah Butler at (206)684-7929.

Sincerely,

A handwritten signature in black ink, appearing to read "Ed B. Murray", with a long, sweeping underline.

Edward B. Murray  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

MS  
City  
MAY 14 2014

---

STATE OF WASHINGTON -- KING COUNTY

--SS.

---

312492

No. 124482,483,484,485,486

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

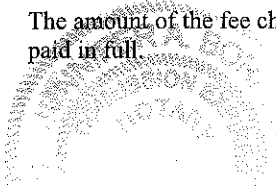
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:TITLE ONLY ORDINANCE

was published on

06/19/14

The amount of the fee charged for the foregoing publication is the sum of \$97.18 which amount has been paid in full.



Subscribed and sworn to before me on

06/19/2014

Notary public for the State of Washington,  
residing in Seattle

Affidavit of Publication



## State of Washington, King County

### City of Seattle Title Only Ordinances

The full text of the following legislation, passed by the City Council on May 27, 2014, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Contact: Office of the City Clerk at (206) 684-8344.

#### ORDINANCE NO. 124482

AN ORDINANCE relating to the Waterfront Improvement Program; authorizing the Director of Transportation to acquire, accept, and record both temporary and permanent property rights from abutting property owners located along Alaskan Way and a new Elliott Way, as well as many east-west streets connecting with Alaskan Way and/or Elliott Way, between South King Street and Battery Street; necessary or convenient for the Waterfront Improvement Program, through negotiation or condemnation; placing the conveyed real property under the jurisdiction of the Seattle Department of Transportation and designating the property for transportation, utility, and general municipal purposes; authorizing payment of all other costs associated with acquisition; and ratifying and confirming prior acts.

#### ORDINANCE NO. 124483

AN ORDINANCE relating to the Seattle Center Department; authorizing execution of an agreement with Theatre Puget Sound to manage and operate space in the Seattle Center Armory for use by non-profit arts organizations and individual artists.

#### ORDINANCE NO. 124484

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

#### ORDINANCE NO. 124485

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

#### ORDINANCE NO. 124486

AN ORDINANCE relating to City employment; authorizing the execution of memoranda of understanding between the City of Seattle and members of the Coalition of City Unions; and ratifying and confirming prior acts.

Date of publication in the Seattle Daily Journal of Commerce, June 19, 2014.  
6/19(312492)