Ordinance No. 124695

Council Bill No. 118305

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME; providing payment therefor; and ratifying and confirming prior acts.

CF No. _____

Date Introduced: 1/20/15		
Date 1st Referred:	To: (committee) Full Council	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: 1/26/15	Full Council Vote: 9-0	
Date Presented to Mayor: 1/27/15	Date Approved: 1/30/15	
Date Returned to City Clerk: 2/2/15	Date Published:	T.O. X F.T. ____
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

1/26/15 Passed 9-0

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

Susan Coskey/David Bracilano/sb
SDHR Prosecuting Attorneys 2014 MOU ORD
November 13, 2014
Version #1

CITY OF SEATTLE

ORDINANCE 124695

COUNCIL BILL 118305

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME; providing payment therefor; and ratifying and confirming prior acts.

WHEREAS, a collective bargaining agreement providing for the wages, benefits and other conditions of employment between the City and the Washington State Council of County and City Employees Local 21-PA, AFSCME expired on December 31, 2013; and

WHEREAS, employees represented by the Washington state Council of County and City Employees Local 21-PA, AFSCME continued to work after December 31, 2013 on condition that the subject of their wages, benefits and other conditions of employment continued to be negotiated during collective bargaining; and

WHEREAS, collective bargaining has led to an agreement between the City and the Washington State Council of County and City Employees Local 21-PA, AFSCME concerning wages, benefits and other conditions of employment;

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of the City to execute a memorandum of understanding between the City and the Washington State Council of County and City Employees Local 21-PA, AFSCME effective January 1, 2014 through December 31, 2014, substantially in the form attached to this ordinance as Attachment 1 and identified as "Memorandum of Understanding by and Between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME."

DIS CITY CLERK

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

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

DAS CITY CLERK

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

Passed by the City Council the 26th day of January, 2015, and signed by me in open session in authentication of its passage this 26th day of January, 2015.

President _____ of the City Council

Approved by me this 30th day of January, 2015.

Edward B. Murray, Mayor

Filed by me this 2nd day of February, 2015.

Monica Martinez Simmons, City Clerk

(Seal)

Attachments:
Attachment 1: Memorandum of Understanding by and Between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME

SEAL CITY CLERK

MEMORANDUM OF UNDERSTANDING BY and BETWEEN
THE CITY of SEATTLE
and
THE WASHINGTON STATE COUNCIL of COUNTY and CITY EMPLOYEES LOCAL 21-PA, AFSCME
For the time period of January 1, 2014 through December 31, 2014

1) Effective January 1, 2014, the wages of employees in Steps 1 through 6 of the Step Progression Pay Program, and of employees in the Senior Pay Band designated as meeting the criteria provided in Article 6.6, and the Minimum and Maximum wage rates of the Senior Pay Band shall be increased by 100% 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 the period August 2012 through June 2013, provided however, that said percentage increase shall not be less than zero.

2) Each employee whose salary exceeds Step 6 of the Step Progression Pay Program as of January 1, 2014, who has not been designated as meeting the criteria of Article 6.6 shall receive a one-time salary payment equal to 1.8% of their annual salary as of January 1, 2014.

3) All other terms and conditions of the Parties' collective bargaining agreement that expired on December 31, 2013 shall continue through December 31, 2014, except as specified herein.

4) Nothing in this MOU shall preclude the Parties from bargaining wage adjustments to specific job titles with an effective date subject to negotiations, except that in no event shall such date be earlier than January 1, 2014.

5) Nothing in this MOU shall preclude the Parties from bargaining over changes to the City's Retirement system, provided, however, that in no event shall the implementation of changes to the City's Retirement system begin prior to January 1, 2015.

6) The Parties will continue to bargain a successor agreement. Nothing in this MOU affects the City's positions in bargaining a successor agreement, including any issues related to retroactive compensation.

7) This MOU shall become effective upon signature.

DAS CITY CLERK

Signed this _____ day of _____, 2014.

For WSCCCE, AFSCME, AFL-CIO

_____
Audrey Eide, General Counsel

For Local 21-PA

_____
Lorna Sylvester, President

For the City of Seattle
Executed Under Ordinance:_____

_____
Edward B. Murray, Mayor

_____
David Bracilano, Labor Relations Director

For the Law Department

_____
Peter S. Holmes, City Attorney

CITY CLERK

Form revised: February 26, 2014

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Seattle Department of Human Resources	David Bracilano/47874 Sarah Butler/47929	Forrest Longman/40331

Legislation Title:
AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME; providing payment therefor; and ratifying and confirming prior acts.

Summary of Legislation:
This legislation authorizes the Mayor to implement a Memorandum of Understanding ("MOU") between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME ("Local 21-PA") that is consistent with the terms of the one-year 2014 agreement between the City and the Coalition of City Unions. The MOU is a one year agreement for wages, benefits, hours and other working conditions between the City and Local 21-PA (collectively, "the parties") for the time period January 1, 2014 through December 31, 2014. This legislation affects approximately 23 regularly appointed City employees within the City Attorney's Office.

Background:
The prior collective bargaining agreement with Local 21-PA expired December 31, 2013. As such, the parties entered into negotiations for a new contract. Union membership ratified the one-year agreement in November of 2014.

This MOU provides for a 1.8 percent cost-of-living increase effective January 1, 2014 for employees in the step progression pay program; and employees in the Senior Pay Band who have not been incumbency rated, which is 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 the period August 2012 through June 2013. All incumbency rated employees in the Senior Pay Band will receive a one-time salary payment equal to 1.8 percent of their annual salary as of January 1, 2014. With regard to other wages, benefits, hours and other working conditions, the MOU continues the same conditions of the expired labor agreement for the duration of the one-year agreement. This includes continuance of health care cost sharing: the City will pay up to seven percent of annual healthcare cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

The MOU also establishes other terms and conditions of the one year agreement. The parties have agreed to:

2015 CITY CLERK

- Reopen negotiations on salary adjustments to specific job titles, with an effective date (subject to negotiations) no earlier than January 1, 2014;
- Reopen negotiations on changes to the Retirement System; however, any negotiated changes would not be effective before January 1, 2015; and,
- Continue to bargain a successor agreement.

____ **This legislation does not have any financial implications.**

_X_ **This legislation has financial implications.**

The costs for this MOU were authorized by Ordinance No. 124488, which appropriated funds to City departments to pay for the 1.8 percent increase in wages. Labor Relations developed the estimates for the 2014 costs of ratifying the Coalition and other agreements for that Ordinance and as such, no additional appropriation authority is necessary at this time.

Costs beyond 2014 related to this agreement will be included in subsequent budget actions related to the 2015-2016 Biennium Budget.

Other Implications:

a) **Does the legislation have indirect financial implications, or long-term implications?**
This legislation permanently increases the wage rates of Local 21-PA members.

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

c) **Does this legislation affect any departments besides the originating department?**
This legislation affects the City Attorney's Office. There are no operational impacts associated with this legislation.

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.

CITY CLERK

h) Other Issues: None.

List attachments to the fiscal note below: None.

BUS CITY CLERK

City of Seattle
Edward B. Murray
Mayor

December 23, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that authorizes the Mayor to implement a Memorandum of Understanding ("MOU") between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME ("Local 21-PA") for the time period January 1, 2014 through December 31, 2014 that is consistent with the terms of the one-year 2014 agreement between the City and the Coalition of City Unions. This legislation affects approximately 23 regularly appointed City employees within the City Attorney's Office.

The prior collective bargaining agreement with Local 21-PA expired on December 31, 2013. The parties entered into negotiations and union membership ratified the one-year agreement in November of 2014. This MOU provides for a 1.8 percent cost-of-living increase effective January 1, 2014 for employees in the step progression pay program and employees in the Senior Pay Band who have not been incumbency rated. The cost-of-living increase is 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 the period August 2012 through June 2013. All incumbency rated employees in the Senior Pay Band will receive a one-time salary payment equal to 1.8 percent of their annual salary as of January 1, 2014. With regard to other wages, benefits, hours and other working conditions, the MOU continues the same conditions of the expired labor agreement for the duration of the one-year agreement. This includes continuance of health care cost sharing: the City will pay up to seven percent of annual healthcare cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs. The MOU also establishes other terms and conditions of the one year agreement, including reopening negotiations on salary adjustments to specific job titles, with an effective date (subject to negotiations) no earlier than January 1, 2014; reopening negotiations on changes to the Retirement System (any negotiated changes would not be effective before January 1, 2015); and continuing to bargain a successor agreement.

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,

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

Office of the Mayor
Seattle City Hall, 7th Floor
600 Fourth Avenue
PO Box 94749
Seattle, Washington 98124-4749

Tel (206) 684-4000
Fax: (206) 684-5360
Hearing Impaired use the Washington Relay Service (7-1-1)
www.seattle.gov/mayor

CITY CLERK

STATE OF WASHINGTON -- KING COUNTY

--ss.

320259 No.

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:124694-696 TITLE ONLY

was published on

02/09/15

The amount of the fee charged for the foregoing publication is the sum of $54.25 which amount has been paid in full.

JENNIFER A. BORRERO COMMISSION EXPIRES NOTARY PUBLIC STATE OF WASHINGTON 10-23-18

Subscribed and sworn to before me on

02/09/2015

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on January 26, 2015, 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. 124694

AN ORDINANCE making technical corrections to the Election Campaign Contributions Code, amending Sections 2.04.010, 2.04.150, 2.04.155, 2.04.180, 2.04.265, 2.04.270, 2.04.290, and 2.04.340.

ORDINANCE NO. 124695

AN ORDINANCE relating to City employment; authorizing the execution of a memorandum of understanding between the City of Seattle and the Washington State Council of County and City Employees Local 21-PA, AFSCME; providing payment therefor; and ratifying and confirming prior acts.

ORDINANCE NO. 124696

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

Date of publication in the Seattle Daily Journal of Commerce: February 9, 2015.

2/9(320259)