



# SEATTLE CITY COUNCIL

## Legislative Summary

CB 118603

Record No.: CB 118603

Type: Ordinance (Ord)

Status: Passed

Version: 1

124975

In Control: City Clerk

File Created: 12/16/2015

Final Action: 01/14/2016

**Title:** AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

### Date

### Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Burgess

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

### Attachments:

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

### History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	12/22/2015	Mayor's leg transmitted to Council	City Clerk			
	Action Text: The Council Bill (CB) was Mayor's leg transmitted to Council. to the City Clerk Notes:						
1	City Clerk	12/28/2015	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office Notes:						
1	Council President's Office	12/30/2015	referred	Full Council			

Legislative Summary Continued (CB 118603)

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**Action Text:** The Council Bill (CB) was referred. to the Full Council  
**Notes:**

1 Full Council 01/04/2016 referred Full Council

**Action Text:** The Council Bill (CB) was referred. to the Full Council  
**Notes:**

1 Full Council 01/11/2016 passed Pass

**Action Text:** The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:

**Notes:** Motion was made and duly seconded to pass Council Bill 118603.

In Favor: 9 Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember O'Brien, Councilmember Sawant

Opposed: 0

1 City Clerk 01/12/2016 submitted for Mayor  
Mayor's signature

**Action Text:** The Council Bill (CB) was submitted for Mayor's signature. to the Mayor  
**Notes:**

1 Mayor 01/14/2016 Signed

**Action Text:** The Council Bill (CB) was Signed.  
**Notes:**

1 Mayor 01/14/2016 returned City Clerk

**Action Text:** The Council Bill (CB) was returned. to the City Clerk  
**Notes:**

1 City Clerk 01/14/2016 attested by City Clerk

**Action Text:** The Ordinance (Ord) was attested by City Clerk.  
**Notes:**

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**CITY OF SEATTLE**  
**ORDINANCE** 124975  
**COUNCIL BILL** 118603

AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

**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, effective December 31, 2014, the base wage rates for all non-represented employees and City officers shall be increased by 2 percent, except those holding Library positions and those positions identified by the titles listed in Section 5 of this ordinance.

Section 2. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 30, 2015, the base wage rates for all non-represented City employees and officers, except those holding Library positions and those positions identified by the titles listed in Section 5 of this ordinance, shall be increased by 2 percent.

Section 3. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 28, 2016, the base wage rates for all non-represented City employees and officers, except those holding Library positions and those positions identified by the titles listed in Section 5 of this ordinance, shall be increased by 2.5 percent.

Section 4. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 27, 2017, the base wage rates for all non-represented City

employees and officers, except those holding Library positions and those positions identified by the titles listed in Section 5 of this ordinance, shall be increased by 2.75 percent.

Section 5. Employees of the City Library system and non-represented City employees or officers holding positions identified by the following specified titles or salary plans are excluded from the wage increases described in Sections 1 - 4 of this ordinance:

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
Information Technology Professional, All Classes
Investments/Debt Director, All Classes
Legislative Assistant
Legislative Assistant-Intermittent
Magistrate
Manager, All Classes
Mayoral Staff Assistant, All Classes
Members of Boards or Commissions with Session or Meeting Rates
Municipal Judge
Municipal Judge-Pro Tempore-Day-Intermittent
Seattle Police Chief
Power Marketer
Strategic Advisor, All Classes
Strategic Advisor-Audit
Strategic Advisor-Legislative
Volunteer Firefighter-Skagit Project
Volunteer Firefighter-Skagit Project-Intermittent
Work Training Enrollee-Intermittent
Work Training Enrollee-Tier II-Intermittent
Youth Employment Enrollee-Summer-Intermittent
Youth Employment Enrollee-Summer-NC-Intermittent

Section 6. In addition to the 2 percent wage increase provided by Section 1, the following non-represented job titles shall also receive an increase of 3.5 percent to their base wage rate effective December 31, 2014:

Accountant, Principal

Accountant, Senior

Architect, Senior

Bailiff

Bailiff, Chief

Building Operating Engineer, Chief

Building Plans Examiner

Building Plans Examiner (Entry)

Building Plans Examiner, Senior

Capital Projects Coordinator, Chief

Capital Projects Coordinator Supervisor

Cashier, Senior

Control Technician

Economist

Economist, Principal

Electrical Quality Assurance Specialist

Elevator Inspector (Entry)

Elevator Inspector (Journey)

Elevator Inspector, Chief

Elevator Inspector, Senior (Expert)

1 Facility Technician Supervisor  
2 Finance Analyst  
3 Finance Analyst Supervisor  
4 Finance Analyst, Senior  
5 Fire Protection Engineer  
6 Fire Protection Engineer, Senior  
7 Licenses and Standards Supervisor  
8 Pressure Systems Inspector (Journey)  
9 Pressure Systems Inspector, Chief  
10 Power Supply Engineer  
11 Water Quality Engineer  
12 Water Quality Engineer, Senior

13 Section 7. All non-represented City employees shall be paid a minimum base hourly rate  
14 of \$15 per hour. Effective April 1, 2015, the Seattle Human Resources Director is authorized and  
15 directed to change the salary ranges of the following job titles:

16  
17 Title: Office/Maintenance Aide  
18 Old Salary Range: \$13.94 - \$14.42 - \$15.03  
19 New Salary Range: \$15.00 - \$15.03

20  
21 Title Program Aide  
22 Old Salary Range: \$13.00 - \$13.40 - \$16.86 - \$19.09  
23 New Salary Range: \$15.00 - \$16.86 - \$19.09

Title: Volunteer Firefighter – Skagit Project

Old Salary Range: \$9.47

New Salary Range: \$15.00

Title: Work Training Enrollee

Old Salary Range: \$13.00 – \$13.29

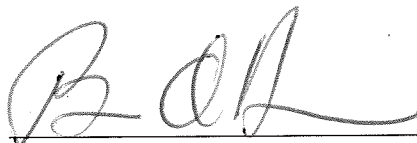
New Salary Range: \$15.00

Section 8. Except for those employees holding Library positions, non-represented employees who furloughed in 2010 shall receive the same number of leave hours taken in 2010 and those hours will be split equally to be used as paid leave in 2016 and 2017. In no case shall any employee receive more than 80 hours of paid leave. All employees shall take the leave provided in this section in full day increments to the extent possible, and leave hours shall not carry over to the following year. Employees must be in regular or benefit-eligible temporary status in order to receive this leave benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently “paid,” for those furlough days, they will be compensated with the same leave.

Section 9. Any act consistent with the authority and prior to the effective date of this ordinance is ratified and confirmed.

Section 10. 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 11<sup>th</sup> day of January, 2016, and signed by me in open session in authentication of its passage this 11<sup>th</sup> day of January, 2016.



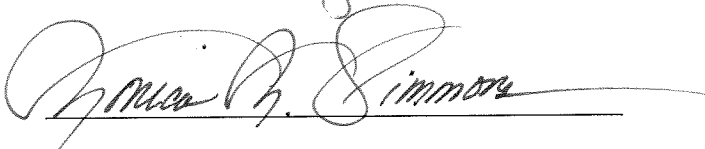
President \_\_\_\_\_ of the City Council

Approved by me this 14<sup>th</sup> day of January, 2016.



Edward B. Murray, Mayor

Filed by me this 14 day of January, 2016.



Monica Martinez Simmons, City Clerk

(Seal)



**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>Executive Contact/Phone:</b>
Seattle Department of Human Resources	Elaine Gentilo/684-4854	Jessica Wang/615-1759

*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

**Summary and background of the Legislation:**

This legislation authorizes the same pay increases and leave benefits that were tentatively agreed to by the City and the Coalition of City Unions (“Coalition”) to also be extended to certain non-represented City employees. Approximately 1,200 regular City employees are affected by this legislation.

The attached Council Bill provides for:

- 1) Annual wage increases for most non-represented employees in “step-in-grade” job titles (job titles not in the discretionary pay programs) for 2015- 2018. Such increases shall be 2 percent in 2015, 2 percent in 2016, 2.5 percent in 2017 and 2.75 percent in 2018. Employees of the City Library system and non-represented City employees or officers holding positions identified in Section 5 of the Bill are excluded from the cost-of-living increases.
- 2) Wage increases of 3.5 percent of base wages to identified non-represented job titles experiencing retention and recruitment issues. Consistent with the Coalition tentative agreement, the wage adjustments shall be effective beginning the 2015 payroll year and in addition to the 2 percent wage increase for 2015.
- 3) A minimum wage of \$15 per hour for all non-represented City employees, effective April 1, 2015. Through the adoption of the 2015-16 Budget, City Council authorized funding to implement the \$15 wage ahead of the schedule required under Ordinance 124490 that applies to all public and private employers in the City of Seattle limits. Rates of pay for employees represented by a union must be bargained and will be addressed via separate legislation authorizing the respective collective bargaining agreements.
- 4) Paid leave for non-represented employees (except for Library employees) who took furloughs in 2010. Employees shall receive the same number of hours that they furloughed in 2010 to be split equally and used as paid leave in 2016 and 2017.

Employees will not receive more than eighty hours of paid leave and must use them in full day increments to the extent possible. Leave hours shall not be cashed out or carry over into the following year.

The City has historically provided the same wage increases, benefits and other conditions of employment to non-represented City employees as to Coalition members. The City came to a tentative agreement with the Coalition in October of 2015.

## **2. SUMMARY OF FINANCIAL IMPLICATIONS**

**X This legislation does not have direct financial implications.**

Labor Relations developed the estimates below to approximate the costs of wage increases. Costs for 2015 – 2018, which include City contributions to retirement, social security, and Medicare, were included in the development of 2015-16 biennial budget. Funds have been set aside in the 2016 Adopted Budget as a reserve to pay for the cost increases; separate, future legislation will be forward by the City Budget Office in early 2016 to authorize appropriations of funds to departments.

Employees in step-in-grade titles not covered by collective bargaining agreements will have their base wages increase by 2 percent in 2015, 2 percent in 2016, 2.5 percent in 2017, and 2.75 percent in 2018. Certain non-represented titles will also receive a 3.5 percent pay increase in addition to the 2015 cost-of-living adjustment. Additionally, non-represented employees earning less than \$15 per hour will have their wages adjusted to \$15 per hour effective April 1, 2015. The aggregate cost of wages and health care for non-represented employees and for Coalition members, who have historically been extended the same increases, is estimated to grow from \$823 million in 2014 to \$916 million in 2018. (Note: this estimate does not include minimum wage costs. The minimum wage funds were authorized in the 2015 Budget and will be appropriated in the same City Budget Office legislation noted above)

## **3. OTHER IMPLICATIONS**

**a) Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**

No.

**b) Is there financial cost or other impacts 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 1, 2014. 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 will not have operational impacts.

**d) Is a public hearing required for this legislation?**

No.

- e) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

No.

- f) **Does this legislation affect a piece of property?**

No.

- g) **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**

No impacts identified.

- h) **If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.**

Not applicable.

- i) **Other Issues:** None.

**List attachments/exhibits below:** None.

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STATE OF WASHINGTON -- KING COUNTY

--SS.

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333043

No. 124969,973,974,975,976

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 ORDINANCES

was published on

01/29/16

The amount of the fee charged for the foregoing publication is the sum of \$103.68 which amount has been paid in full.



01/29/2016

Subscribed and sworn to before me on

Notary public for the State of Washington,  
residing in Seattle

# State of Washington, King County

## City of Seattle

### Title Only Ordinances

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The full text of the following legislation, passed by the City Council on January 11, 2016, 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 124969

AN ORDINANCE relating to land use and zoning; repealing Ordinance 124552 and amending Sections 23.42.053, 23.47A.002, 23.47A.004, 23.47A.020, 23.48.002, 23.48.005, 23.48.065, 23.49.002, 23.49.025, 23.49.042, 23.49.090, 23.49.142, 23.49.300, 23.49.320, 23.49.338, 23.50.002, 23.50.012, 23.50.014, 23.50.044, 23.66.122, 23.66.322, and 23.84A.025 of the Seattle Municipal Code to change marijuana zoning regulations and make technical corrections.

#### Ordinance 124973

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

#### Ordinance 124974

AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

#### Ordinance 124975

AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2016 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

#### Ordinance 124976

AN ORDINANCE relating to City employment; authorizing the execution of collective bargaining agreements between The City of Seattle and certain unions in the Coalition of City Unions, for the time period January 1, 2016 through December 31, 2018; and ratifying and confirming certain prior acts.

Date of publication in the Seattle Daily Journal of Commerce, January 29, 2016.

1/29/2016(333043)