

Ordinance No. 121870

Council Bill No. 115320

AN ORDINANCE amending Seattle Municipal Code Section 4.20.080, Changes in Incumbent Status (Subsection E) to revise the procedure for salary step placement when the number of steps in a salary range changes.

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

Date Introduced:	JUL 18 2005	
Date 1st Referred:	To: (committee)	Finance & Budget
	JUL 18 2005	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote:	
	7-25-05 9-0	
Date Presented to Mayor:	Date Approved:	
	7-26-05 8-1-05	
Date Returned to City Clerk:	Date Published:	T.O. <input type="checkbox"/>
	8-2-05 2p.	F.T. <input checked="" 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: Richard J. McIver  
Councilmember

## Committee Action:

2/20/05 Pass RC, RM

7-25-05 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

McI 9/1

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ORDINANCE 121870

AN ORDINANCE amending Seattle Municipal Code Section 4.20.080, Changes in Incumbent Status (Subsection E) to revise the procedure for salary step placement when the number of steps in a salary range changes.

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

Section 1. Seattle Municipal Code Section 4.20.080, Changes in Incumbent Status (Subsection E), Ordinance 97330 as amended is hereby further amended as follows:

**SMC 4.20.080, Changes in Incumbent Status**

E. Change in the Number of Steps Assigned to a Salary Range. When the number of steps in a salary range is ~~((increased))~~ changed, the incumbent of a position affected by such change shall receive the salary step of the new salary range ~~((which has the same relationship to the maximum of such new range as the step received in the prior range had to the maximum of such))~~ that is closest to the pay rate he or she most recently received in the prior range, without reduction, not to exceed the maximum step of the new range. Time served in both ranges will count toward the next salary step increment.

~~((When the number of steps in a salary range is reduced, the incumbent of a position affected by such change shall receive the salary step of the new range as if such new range had been in effect at the time of appointment to the position.))~~

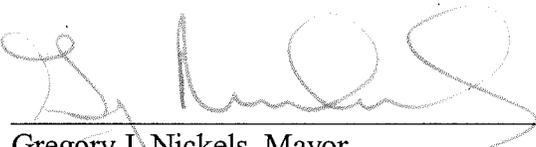


1 Section 2. This ordinance shall take effect and be in force thirty (30) days from and after  
2 its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days  
3 after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

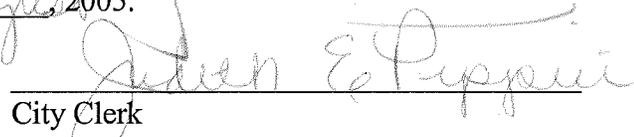
4 Passed by the City Council the 25<sup>th</sup> day of July, 2005, and signed by me in open  
5 session in authentication of its passage this 25<sup>th</sup> day of July, 2005.

6  
7   
8 President \_\_\_\_\_ of the City Council

9 Approved by me this 1<sup>st</sup> day of August, 2005.

10  
11   
12 Gregory J. Nickels, Mayor

13 Filed by me this 2 day of August, 2005.

14  
15   
16 City Clerk

17 (Seal)





# City of Seattle

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Gregory J. Nickels, Mayor

## Office of the Mayor

July 5, 2005

Honorable Jan Drago  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Drago:

I am pleased to transmit the attached proposed Council Bill that proposes an amendment to Seattle Municipal Code Section 4.20.080 (Changes in Incumbent Status), Subsection E, related to an incumbent's salary step placement when the number of steps in a salary range changes.

Salary ranges are typically changed to be better aligned with comparable work in the market or internally. A change in salary range for alignment purposes is no reason to reward incumbents with immediate and sometimes significant pay increases, but that is often the result of the application of the current SMC provision. Our proposed amendment does not penalize incumbents—they will receive the pay rate closest to what they currently earn, without reduction, and their wage progression schedule will not be interrupted.

I believe that this proposal is fair, fiscally responsible, and equitable. Thank you for your consideration of this legislation. Should you have questions, please contact Kathy Steinmeyer at 684-7921.

Sincerely,

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

GREG NICKELS  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>DOF Analyst/Phone:</b>
Personnel	Kathy Steinmeyer/4-7921	Ellen Schroer/3-9841

**Legislation Title:**

**An ordinance** amending Seattle Municipal Code Section 4.20.080, Changes in Incumbent Status (Subsection E) to revise the procedure for salary step placement when the number of steps in a salary range changes.

• **Summary of the Legislation:**

SMC 4.20.080 (E) provides for step placement when the number of steps in a salary range is changed. This legislation proposes to replace ambiguous and inadvertently generous step placement provisions with rules that are more consistent with the purpose of changing the number of steps in salary ranges—to align the work being compensated with market or internally comparable jobs.

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

SMC 4.20.080, Changes in Incumbent Status, addresses salary step placement when any one of a number of personnel transactions affects the incumbent—promotion, reduction, reclassification, etc. Subsection E deals with step placement when the number of steps in a salary range is increased or reduced. This is a rare occurrence, but is typically done for alignment purposes. Changes to the number of steps in a salary range do not occur because of employee performance, and yet the outcome of the application of the rules at Subsection E is often a significant and immediate pay increase. The proposed revision keeps affected employees “whole” by providing for placement at the new step closest to their current rate of pay, without reduction, with time at both steps counting toward the next service-based increase. This change only affects non-represented employees, since placement for incumbents would be part of the negotiation of a salary range change for represented employees.

• *Please check one of the following:*

X **This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*



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**STATE OF WASHINGTON – KING COUNTY**

--SS.

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188634  
CITY OF SEATTLE, CLERKS OFFICE

No.

**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.

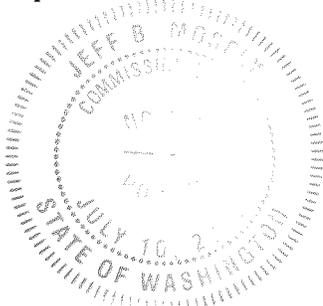
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:121870 ORDINANCE

was published on

08/04/05

The amount of the fee charged for the foregoing publication is the sum of \$ 86.13, which amount has been paid in full.



*[Handwritten signature]*

Subscribed and sworn to before me on

08/04/05

*[Handwritten signature]*

Notary public for the State of Washington,  
residing in Seattle

Affidavit of Publication

# State of Washington, King County

## City of Seattle

### ORDINANCE 121870

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#### SMC 4.20.080, Changes in Incumbent Status

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Section 2. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 25th day of July, 2005, and signed by me in open session in authentication of its passage this 25th day of July, 2005.

Jan Drago

President of the City Council

Approved by me this 1st day of August, 2005.

Gregory J. Nickels, Mayor

Filed by me this 2nd day of August, 2005.

(Seal) Judith Pippin

City Clerk

Publication ordered by JUDITH PIPPIN,  
City Clerk

Date of publication in the Seattle Daily  
Journal of Commerce, August 4, 2005.

8/4(188634)