

Ordinance No. 12296

Council Bill No. 116518

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2009 Employment Ordinance; establishing new salaries and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: *Victoria Luster*
Councilmember

Committee Action:

pass 2-0 NLBH 5/27/09 (UP)

CF No. _____

Date Introduced:	<u>5-4-09</u>	
Date 1st Referred:	To: (committee)	<u>Culture, Civil Rights, Health and Personnel (CCRHP)</u>
<u>5-4-09</u>		
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote:	
<u>6-1-09</u>	<u>8-0</u>	
Date Presented to Mayor:	Date Approved:	
<u>6-2-09</u>	<u>6-4-09</u>	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
<u>6-8-09</u>	<u>3P</u>	
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

6-1-09 Passed 8-0 (Excused: McIver)

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 122996

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2009 Employment Ordinance; establishing new salaries and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Establishing New Salaries. As recommended by the Personnel Director, the following salary rates are established as displayed below, effective as of the dates shown and pay is authorized back to the effective dates:

Department: City Light Department
Title: Generation Supervisor
New Salary Range: \$43.31 - \$45.03 - \$46.85 - \$48.68 - \$50.62
Old Salary Range: \$38.16 - \$39.67 - \$41.28 - \$42.89 - \$44.60 (Range BCK)
Report: #08-10816
Effective: January 21, 2009

Department: City Light Department
Title: Electrical Construction & Maintenance Supervisor
New Salary Range: \$47.19 - \$49.11 - \$51.01
Old Salary Range: \$41.58 - \$43.27 - \$44.94 (Range BCL)
Report: #08-10872
Effective: January 21, 2009

Department: Parks and Recreation Department
Title: Electrical Systems Supervisor
New Salary Range: \$32.90 - \$34.22 - \$35.59
Old Salary Range: \$27.42 - \$28.55 - \$29.69 (Range BBK)
Report: #08-10724
Effective: December 26, 2007



1 Department: Parks and Recreation Department
2 Title: Electrical Systems Supervisor
3 New Salary Range: \$34.38 - \$35.76 - \$37.19
4 Old Salary Range: \$32.90 - \$34.22 - \$35.59
5 Report: #08-10724
6 Effective: January 7, 2009

7 **Section 2.** Designating Three Positions as Exempt from Civil Service Status. As
8 recommended by the Personnel Director in the Classification Determination specified, three
9 positions are designated as exempt from Civil Service as noted below, pursuant to SMC
10 4.13.010(1):
11

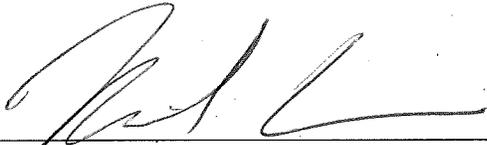
- 12 -- 1 position (#00011165) in the Department of Information Technology; Manager 2,
13 General Government designated to Manager 2, Exempt (Report #08-10745).
14 -- 1 position (#00024235) in the Department of Executive Administration; Manager 2,
15 Finance, Budget & Accounting designated to Executive 2 (Report #08-10797).
16 -- 1 position (#00025909) in the Department of Information Technology; Information
17 Technology Professional - B designated to Information Technology Professional -
18 A, Exempt (Report #08-10838).
19
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22 **Section 3.** Any act consistent with the authority and prior to the effective date of this
23 ordinance is hereby ratified and confirmed.
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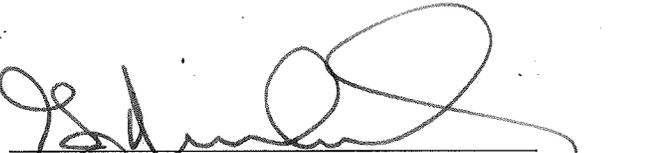


1 **Section 4.** This ordinance shall take effect and be in force thirty (30) days from and
2 after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10)
3 days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020:

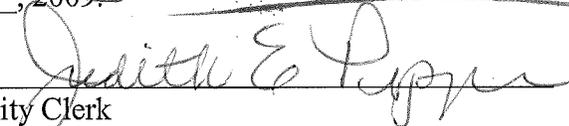
4 Passed by a two-thirds (2/3) vote of all the members of the City Council the 1st day of
5 June, 2009, and signed by me in open session in authentication of its passage this
6 1st day of June, 2009.

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8 
9 President _____ of the City Council

10 Approved by me this 4th day of June, 2009.

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12
13 
14 Gregory J. Nickels, Mayor

15
16 Filed by me this 8th day of June, 2009.

17 
18 City Clerk

19
20 (Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Amy Williams / 233-2651

Legislation Title:

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2009 Employment Ordinance; establishing new salaries and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

• **Summary of the Legislation:**

This legislation seeks to 1) establish three new salaries, and 2) establish three positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

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

1. Establish new titles and/or salaries:

New salaries:

- Generation Supervisor
- Electrical Construction & Maintenance Supervisor

In 2008, Seattle City Light requested that the Personnel Department review salaries for the subject nonrepresented supervisory jobs. The request resulted from several years of changes in represented salaries without addressing compression with the supervisory titles.

Historically, salaries for nonrepresented supervisors of IBEW Local 77 crew chief positions were realigned each time a contract was signed between the City and the union. The bargaining unit or salary administration code for the supervisory jobs identified their relationship to the represented jobs and helped identify jobs titles for which increases would be necessary to maintain appropriate differential with the represented titles. In 2001, the City abandoned the practice of aligning Local 77 represented crew chief and nonrepresented supervisor titles.

Two nonrepresented titles are addressed here with the subordinate crew chief titles that typically report to them. They are:

Supervisory Title	Subordinate Crew Chief
Generation Supervisor	Elctn-Con-Wkg CC
Electrical Construction & Maintenance Supervisor	Line Crew Crew Chief



- **Electrical Systems Supervisor**

This salary review for the Electrical Systems Supervisor has been conducted at the request of the Seattle Department of Parks and Recreation (Parks). The Electrical Systems Supervisor is a non-represented title. This title represents a single position where the Position Description Questionnaire (PDQ) stands in lieu of a Classification Specification.

The positions supervised by this position are composed exclusively of Senior Electricians, Electricians, and Electrician Technician Apprentices. The collective bargaining agreement (CBA) by and between the City of Seattle and IBEW Local 46, BU 013 governs these subordinate titles. Effective 12/26/2007, a pay adjustment affected the hourly rates of pay for each classification covered by this union. Pursuant to the terms of the agreement, the Senior Electrician classification received approximately 17% increase pay adjustment, before the 3.8% 2008 COLA.

In the opinion of the Parks Department, this created pay compression (a too-small percentage differential at the top pay step of the pay range) between the supervisor's wages and the subordinate staff's wages. The Parks Department requested a pay adjustment to the Electrical Systems Supervisor salary range, to maintain an appropriate pay differential between the supervisor and its subordinates.

2. This ordinance seeks to establish three positions as exempt from Civil Service status, due to nature of the work to be performed by the positions, consistent with Personnel Rule 2.2.

- *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.)*

Notes:

The estimated costs associated with this legislation are summarized in the attachment to the fiscal note and will be absorbed in departments' budgets.

- **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):*

N/A



- **What are the possible alternatives to the legislation that could achieve the same or similar objectives** *(Include any potential alternatives to the proposed legislation, including using an existing facility to fulfill the uses envisioned by the proposed project, adding components to or subtracting components from the total proposed project, contracting with an outside organization to provide the services the proposed project would fill, or other alternatives):*

None available at this time.

- **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):*

None.

Please list attachments to the fiscal note below:

Attachment: PERS 1Q09 Employment FISC Attach 1



PERS 1Q09 Employment FISC Attach 1
(Implementation of the 1Q09 Employment Ordinance)

Dept	Report	New Position Title	Potential Positions Impacted	2009*	2010**
<i>New Title and/or Salary Reviews</i>					
CL	#08-10816	Generation Supervisor ¹	5	\$66,645	\$74,158
CL	#08-10872	Electrical Construcion & Maintenance Supervisor ¹	9	\$120,957	\$134,592
PARKS	#08-10724	Electrical Systems Supervisor ¹	1	\$18,115	\$3,942
			Subtotal	\$205,717	\$212,692
<i>Exempt Actions</i>					
DOIT	#08-10745	Manager 2, Exempt ²	1	\$0	\$0
DEA	#08-10797	Executive 2 ²	1	\$12,578	\$5,765
DOIT	#08-10838	IT Professional - A, Exempt ²	1	\$9,017	\$13,797
			Subtotal	\$21,596	\$19,562
			Total³	\$227,313	\$232,254

Costing Assumptions:

- * 2009 costs include costs during the 2009 fiscal year and prior years based on effective date in Class Determination Report(s) and statutory benefits projected at 15.68%.
- **2010 costs are projected at 2% and include statutory benefits projection of 15.68%.

¹Positions in the step program are costed from top step to top step of the old and new title and/or rate.
²Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.
³The 2009/2010 costs will be absorbed in departments' current budgets.





City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

April 21, 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 related to City employment that establishes new salaries and establishes three positions as exempt from Civil Service status.

Specifically, this legislation establishes new salaries for Generation Supervisor, Electrical Construction & Maintenance Supervisor and Electrical Systems Supervisor positions to address wage compression issues between supervisors and their subordinates. The Bill establishes the following positions as exempt from civil service: a Manager 2 position in the Department of Information Technology, an Executive 2 position in the Department of Executive Administration, and an Information Technology Professional – A position in the Department of Information Technology as exempt from Civil Service. The three positions proposed for exempt status meet the exemption criteria of a particularly high degree of professional responsiveness and individual accountability, a confidential or fiduciary relationship with the appointing authority, or judicial positions requiring insulation as a third branch of government.

Thank you for your consideration of this legislation. Should you have any questions, please contact Joan Matheson at 386-9081 or John Pearson at 684-0840.

Sincerely,

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

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) 684-8811 Fax: (206) 684-5360, Email: mayors.office@seattle.gov

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STATE OF WASHINGTON – KING COUNTY

--SS.

240123
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

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.

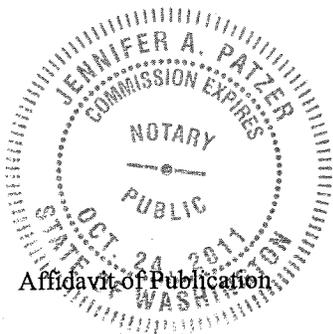
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:122996-997&123000

was published on

06/11/09

The amount of the fee charged for the foregoing publication is the sum of \$ 49.53, which amount has been paid in full.



Affidavit of Publication

Subscribed and sworn to before me on

06/11/09

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 1, 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. 122996

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2009 Employment Ordinance; establishing new salaries and designating positions as exempt from Civil Service status; all by a 2/3 vote of the City Council.

ORDINANCE NO. 122997

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

ORDINANCE NO. 123000

AN ORDINANCE relating to City employment; reducing base wage rates for certain City employees not covered by collective bargaining agreements, to be effective July 22, 2009.

Publication ordered by JUDITH PIPPIN,
City Clerk

Date of publication in the Seattle Daily
Journal of Commerce, June 11, 2009.

6/11(240123)