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CB 117360

David L. Stewart/Joan Matheson
PERS 4Q11 Employment ORD
November 1, 2011
Version #2a

ORDINANCE _____

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2011 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; and ratifying and confirming prior acts; all by a 2/3 vote of the City Council.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

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

Department:	Seattle Public Utilities
Title:	Water Quality Engineer, Senior
New Salary Range:	\$41.40 - \$42.99 - \$44.61 - \$46.42 - \$48.20
Old Salary Range:	\$39.51 - \$40.98 - \$42.54 - \$44.14 - \$45.75
Report:	11-11885
Effective Date:	January 5, 2011

Department:	Parks and Recreation
Title:	Parks Maintenance Crew Chief
New Salary Range:	\$31.71 - \$32.88 - \$34.28
Old Salary Range:	\$28.75 - \$29.85 - \$31.12
Report:	11-11946
Effective Date:	July 20, 2011

Section 2. Designating Five Positions as Exempt from Civil Service Status. As recommended by the Personnel Director in the Classification Determinations specified, these positions are designated as exempt from Civil Service as noted below, pursuant to SMC

4.13.010(1):

- 1 position (#00019005) in the Department of Information Technology;
Strategic Advisor 2 designated to IT Professional A, Exempt (Report #11-11926).



- 1 -- 2 positions (#00022999 & #10003357) in the Seattle Police Department; IT
2 Professional B designated to IT Professional A, Exempt (Report #11-11947).
- 3 -- 1 position (#10004116) in the Seattle City Light Department; Electrical Power
4 Systems Engineer, Principal designated to Executive 2 (Report #11-12063).
- 5 -- 1 position (#00025017) in the Department of Finance and Administrative Services;
6 Strategic Advisor 1, designated to Strategic Advisor 2, Exempt (Report #11-12108).

7 Section 3. Any act consistent with the authority of this ordinance taken after its passage
8 and prior to its effective date is hereby ratified and confirmed.
9



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

4
5 Passed by a 2/3 vote of all the members of the City Council the ____ day of
6 _____, 2011, and signed by me in open session in authentication of its
7 passage this
8 ____ day of _____, 2011.

9
10 _____
11 President _____ of the City Council

12
13 Approved by me this ____ day of _____, 2011.

14
15 _____
16 Michael McGinn, Mayor

17
18 Filed by me this ____ day of _____, 2011.

19
20 _____
21 Monica Martinez Simmons, City Clerk

22 (Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Greg Shiring / 386-4085

Legislation Title:

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2011 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; and ratifying and confirming prior acts; all by a 2/3 vote of the City Council.

Summary of the Legislation:

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

Background:

1. This ordinance seeks to establish new wage rates for the Water Quality Engineer, Senior title to bring this class into alignment with other city engineering classifications whose work Seattle Public Utilities considers comparable; and new wage rates for the Parks Maintenance Crew Chief title whose duties and responsibilities have significantly grown in scope and complexity.
2. This ordinance seeks to establish five positions as exempt from Civil Service status, due to the nature of the work to be performed by the positions, consistent with Personnel Rule 2.2. These position changes create a minor cost increase for the affected departments, which will be funded within existing budget authority.

 X **This legislation has financial implications.**

Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:

(This table should only reflect the actual number of positions affected by this legislation. In the event that positions have been, or will be, created as a result of other legislation, please provide details in the Notes section below the table.)

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2011 Positions	2011 FTE	2012 Positions*	2012 FTE*
TOTAL							

* 2012 positions and FTE are total 2012 position changes resulting from this legislation, not incremental changes. Therefore, under 2012, please be sure to include any continuing positions from 2011.



Position Notes:

No positions are being abrogated or created with this legislation. Please see fiscal note attachment for the positions affected by this legislation.

Do positions sunset in the future?

No.

Other Implications:

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

The estimated costs associated with this legislation are summarized in Fiscal Note Attachment 1 and will be funded through departments' existing budgets.

b) What is the financial cost of not implementing the legislation?

N/A

c) Does this legislation affect any departments besides the originating department?

This legislation will affect Seattle Public Utilities, the Department of Parks and Recreation, the Department of Information Technology, the Seattle Police Department, Seattle City Light and the Department of Finance and Administrative Services.

d) What are the possible alternatives to the legislation that could achieve the same or similar objectives?

There are no alternatives available at this time.

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:

List attachments to the fiscal note below:

Attachment: PERS 4Q11 Employment FISC Attach 1





PERS 4Q11 Employment FISC Attach 1
 (Implementation of the 4Q11 Employment Ordinance)

Dept	Report	New Position Title	Potential Positions Impacted	2010	2011	
New Title and/or Salary Reviews						
SPU	#11-11885	Water Quality Engineer, Senior ¹	3		\$17,753	
PARKS	#11-11946	Parks Maintenance Crew Chief ^F	8		\$25,442	
Exempt Actions						
DOIT	#11-11926	IT Professional A, Exempt ²	1		\$6,775	
SPD	#11-11947	IT Professional A, Exempt ²	2		\$27,874	
CL	#11-12063	Executive 2 ²	1		\$2,657	
FAS	#11-12108	Strategic Advisor 2, Exempt ²	1		\$5,157	
				Subtotal	0.00	\$85,658
				Total³	0.00	\$85,658

Costing Assumptions:

- ¹Positions in step pay programs 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 2011 costs will be absorbed in departments' current budgets.



City of Seattle
Office of the Mayor

November 8, 2011

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 titles and/or salaries and establishes five positions as exempt from Civil Service status.

The proposed Council Bill will establish a new salary for the Water Quality Engineer, Senior title in order to address internal alignment with other city engineering titles. This legislation will also establish a new salary for the Parks Maintenance Crew Chief title as the duties and responsibilities of this classification have significantly grown in scope and complexity.

Additionally, the Council Bill will establish the following positions as exempt from Civil Service: an Information Technology Professional A position in the Department of Information Technology; two Information Technology Professional A positions in the Seattle Police Department; an Executive 2 position in Seattle City Light; and a Strategic Advisor 2 position in the Department of Finance and Administrative Services. The five 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.

Sincerely,

Michael McGinn
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



