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David L. Stewart/Joan Matheson/Patricia Lee  
PERS 4Q12 Employment ORD  
December 12, 2012  
Version #1b

**CITY OF SEATTLE**  
**ORDINANCE \_\_\_\_\_**

COUNCIL BILL 117676

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2012 Employment Ordinance; establishing new titles and/or salaries, amending Seattle Municipal Code Section 4.20.320, designating positions as exempt from Civil Service status, returning positions to Civil Service status, amending Seattle Municipal Code Section 4.13.010 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 salary rates are established as displayed below, effective as of the date shown and pay is authorized as of the effective date:

Department:	Municipal Court
Title:	Bailiff, Chief
New Salary Range:	\$25.42 - \$26.38 - \$27.44 - \$28.47
Old Salary Range:	\$23.98 - \$24.95 - \$25.93 - \$26.89
Report:	#12-12470
Effective Date:	February 15, 2012

Department:	Seattle City Light
Title:	Power Supply Engineer
New Salary Range:	\$53.47 - \$55.63 - \$57.84 - \$60.13 - \$62.55
Old Salary Range:	\$45.31 - \$47.14 - \$49.02 - \$50.96 - \$52.97
Report:	#12-12695
Effective Date:	July 6, 2011



Electric Utility Executive 2

Electric Utility Executive 1

Planning & Development Specialist II ((~~Finance Analyst, Senior~~))  
(PosNo. 10004697)

\* \* \*

7. Executive

((~~Administrative Staff Assistant (OED) (PosNo. 10002037)~~))

((~~Administrative Staff Assistant (OOH) (PosNo. 00017417)~~))

Administrative Staff Analyst (OSE) (PosNo. 10004696)

All directors of offices in the Executive Department

All positions in the Office of the Mayor

((~~Community Development Specialist (OED) (PosNo. 10004691)~~))

Executive Assistant (OED) (PosNo. 00025562)

\* \* \*

Section 5. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is hereby ratified and confirmed.

Section 6. 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 \_\_\_\_ day of \_\_\_\_\_, 2012, and signed by me in open session in authentication of its passage this \_\_\_\_ day of \_\_\_\_\_, 2012.

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

Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2012.

David L. Stewart/Joan Matheson/Patricia Lee  
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Michael McGinn, Mayor

Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2012.

\_\_\_\_\_  
Monica Martinez Simmons, City Clerk

(Seal)

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
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 2012 Employment Ordinance; establishing new titles and/or salaries, amending Seattle Municipal Code Section 4.20.320, designating positions as exempt from Civil Service status, returning positions to Civil Service status, amending Seattle Municipal Code Section 4.13.010 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 titles and/or salaries; 2) amend Section 4.20.320 of the Seattle Municipal Code; and 3) establish two positions as exempt from Civil Service status; 4) return two positions to Civil Service status; and 5) amend Section 4.13.010 of the Seattle Municipal Code; all by a 2/3 vote of the City Council.

**Background:**

1. This ordinance seeks to establish new wage rates for the Chief Bailiff title at the Seattle Municipal Court and the Power Supply Engineer (PSE) title at Seattle City Light.

Based on a job evaluation and revision of the classification specification for the Chief Bailiff title in the Seattle Municipal Court, it is recommended that the Chief Bailiff title pay range be adjusted by 6%.

Seattle City Light requested that compensation for the non-represented Power Supply Engineer title be reviewed. The review confirmed that: 1) Pay for the Power Supply Engineer title is 12.7% below the market; 2) Compression: the subordinate Power Dispatcher, Senior title makes 6% more than the supervising Power Supply Engineer. The proposed increase of 18% to the Power Supply Engineer (PSE) pay range would bring the title to the market and would also address the compression issue.

2. This legislation authorizes amending Section 4.20.320 of the Seattle Municipal Code, Executive and Merit Leave for Eligible Employees.

Seattle City Light also requested a shift for the Power Supply Engineer title from overtime and standby eligible to salaried and eligible for Executive and Merit Leave. This revision to SMC 4.20.320 would remove the Power Supply Engineer title as an exception to the Executive and Merit Leave, and result in eligibility for executive and merit leave and in a change from hourly to salaried.



3. This ordinance seeks to establish two positions as exempt from Civil Service status. The nature of the work to be performed by the positions is 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.
4. This ordinance seeks to return two positions to Civil Service status. As a result of classification reviews and determinations these positions no longer meet the exemption criteria. These position changes create either no change in costs or a minor decrease in costs for the affected departments.
5. This legislation authorizes amending Section 4.13.010 of the Seattle Municipal Code, Exemptions from the Civil Service and Public Safety Civil Service Systems.

**X** **This legislation has financial implications.**

**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?**  
NA
- c) **Does this legislation affect any departments besides the originating department?**  
This legislation will affect Seattle City Light, Seattle Municipal Court, Seattle Public Utilities, Seattle Department of Finance and Administrative Services and Seattle Department of Transportation.
- 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 4Q12 Employment FISC Attach 1



**PERS 4Q12 Employment FISC Attach 1  
(Implementation of the 4Q12 Employment Ordinance)**

Dept	Report	New Position Title	Potential Positions Impacted	2011	2012
<b><i>New Title and/or Salary Reviews</i></b>					
MC	#12-12470	Bailiff, Chief <sup>1</sup>	1	\$0	\$3,498
SCL	#12-12695	Power Supply Engineer <sup>1</sup>	2	\$25,410	\$46,279
			<b>Subtotal</b>	\$25,410	\$49,777
<b><i>Exempt Actions</i></b>					
SPU	#12-12597	IT Professional - A, Exempt <sup>2</sup>	1	\$0	\$8,271
FAS	#12-12839	Strategic Advisor 2 Exempt <sup>2</sup>	1	\$0	\$0
SCL	#12-12763	Management Systems Analyst, Senior	1	\$0	(\$7,578)
SDOT	#12-12795	Strategic Advisor 1 General Government <sup>2</sup>	1	\$0	\$0
			<b>Subtotal</b>	\$0	\$693
			<b>Total<sup>3</sup></b>	<b>\$25,410</b>	<b>\$50,470</b>

Costing Assumptions:

<sup>1</sup>Positions in step pay programs are costed from top step to top step of the old and new title and/or rate.

<sup>2</sup>Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

<sup>3</sup>The 2011 and 2012 costs will be absorbed in departments' current budgets.





City of Seattle  
Office of the Mayor

November 13, 2012

Honorable Sally J. Clark  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Clark:

I am pleased to transmit the attached proposed Council Bill related to City employment that establishes new titles and/or salaries, amends section 4.20.320 of the Seattle Municipal Code, designates positions as exempt from Civil Service status, returns positions to Civil Service status, and amends section 4.13.010 of the Seattle Municipal Code.

Specifically, this legislation will establish a new salary for the Chief Bailiff title. This legislation will also establish a new salary for the Power Supply Engineer title and proposes to revise Seattle Municipal Code 4.20.320 in order to remove the Power Supply Engineer title as an exception to the Executive and Merit Leave program.

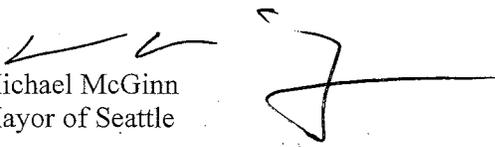
The proposed Council Bill will establish the following positions as exempt from Civil Service: one (1) Information Technology Professional A position in Seattle Public Utilities Department and one (1) Strategic Advisor 2 position in the Finance and Administrative Department. The two (2) positions proposed 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.

Additionally, this Council Bill will return a Manager 3 position in Seattle City Light to Civil Service status and a Strategic Advisor 1 position in Seattle Department of Transportation to Civil Service Status. As a result of classification reviews and determinations the positions no longer meet the exemption criteria.

This legislation will also amend Seattle Municipal Code Section 4.13.010 relating to exemptions from the civilian Civil Service. These positions have already been established by various ordinances as Civil Service exempt or were Civil Service exempt positions that have been abolished by various ordinances.

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

Michael McGinn, Mayor  
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