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**CITY OF SEATTLE**  
**ORDINANCE \_\_\_\_\_**  
COUNCIL BILL 118272

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2014 Employment Ordinance; designating positions as exempt from Civil Service status, amending Seattle Municipal Code Section 4.13.010, authorizing the Mayor to execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32, 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. Designating Eleven Positions as Exempt from Civil Service Status. As recommended by the Seattle Human Resources Director in the Classification Determination specified, these positions are designated as exempt from Civil Service as noted below, pursuant to SMC 4.13.010:

- 1 position (#00026009) in the Office of Economic Development; Manager 3, General Government designated to Manager 3, Exempt (Report #14-13948).
- 1 position (#00025825) in the Office of Economic Development; Community Development Specialist, Senior designated to Manager 2, Exempt (Report #14-13988).
- 1 position (#00024576) in the Office of Economic Development; Manager 2, Human Services designated to Strategic Advisor 2, Exempt (Report #14-14216).
- 1 position (#00016677) in the Seattle City Light Department: Manager 3, Utilities designated to Executive 2 (Report #14-13964).
- 1 position (#10001708) in the Seattle City Light Department: IT Professional B designated to IT Professional A, Exempt (Report #14-14048).

- 1 -- 1 position (#00021603) in the Seattle Public Utilities Department: Manager 3,  
2 Utilities designated to Strategic Advisor 3, Exempt (Report #14-13970).
- 3 -- 1 position (#00018236) in the Seattle Public Utilities Department: Manager 2,  
4 P&FM designated to Manager 2, Exempt (Report #14-14196).
- 5 -- 1 position (#10005222) in the Seattle Department of Transportation; new position in  
6 the 2014 Adopted Budget designated to IT Professional A, Exempt (Report #14-  
7 14007).
- 8 -- 1 position (#10004943) in the Department of Finance and Administrative Services:  
9 Strategic Advisor 1, Fin,Bud&Actg designated to Strategic Advisor 3, Exempt  
10 (Report #14-14046).
- 11 -- 1 position (#00016088) in the Seattle Department of Human Resources: Manager 2,  
12 Fin,Bud&Actg designated to Manager 2, Exempt (Report #14-14234).
- 13 -- 1 position (#00010436) in the Seattle Department of Human Resources: Manager 3,  
14 General Government designated to Manager 3, Exempt (Report #14-14235).

15 Section 2. Amending Seattle Municipal Code Section 4.13.010. Seattle Municipal Code  
16 Section 4.13.010, last amended by Ordinance 124567, is amended as follows:

17 \* \* \*

18 **Employment Unit**

**Titles of Exempt Positions**

19 \* \* \*

20 23. Seattle Department of ~~((Administrative Staff Assistant))~~  
21 Human Resources Executive Assistant (PosNo. 00025346)

22 Section 3. As requested by the Seattle Human Resources Director and recommended by  
23 the Mayor, the Mayor is authorized on behalf of the City of Seattle/Seattle Public Utilities to  
24 execute a Memorandum of Understanding by and between the City of Seattle/Seattle Public  
25 Utilities and the Plumbers and Pipe Fitters, Local 32, substantially in the form attached to this  
26

1 ordinance as Attachment 1 and identified as "Memorandum of Understanding by and between  
2 The City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32".

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

6 Passed by the City Council the \_\_\_\_ day of \_\_\_\_\_, 2014, and  
7 signed by me in open session in authentication of its passage this  
8 \_\_\_\_ day of \_\_\_\_\_, 2014.

9  
10 \_\_\_\_\_  
11 President \_\_\_\_\_ of the City Council

12 Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2014.

13  
14 \_\_\_\_\_  
15 Edward B. Murray, Mayor

16  
17 Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2014.

18  
19 \_\_\_\_\_  
20 Monica Martinez Simmons, City Clerk

21 (Seal)

**Memorandum of Understanding  
by and between  
The City of Seattle/Seattle Public Utilities  
and the  
Plumbers and Pipefitters, Local 32**

This Memorandum of Understanding is between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32.

In June 2013, Local 32 requested to bargain the changes to the work required of its members working in the titles Waterworks Maintenance Specialist (WWMS), and WWMS, Senior. Local 32 represents three (3) WWMS, and two (2) Senior WWMS. This classification is only utilized at Seattle Public Utilities.

The Classification/Compensation Division of the Seattle Department of Human Resources conducted a field audit and determined that the work has become more complex and that there are sufficient changes to justify modifying the classification specification for the series.

The City and the Union subsequently negotiated and agreed to retitle the class series to "Utility Maintenance Specialist" and "Utility Maintenance Specialist, Senior".

The parties further agreed to incorporate the new skill sets, equipment used, duties, and licensing/certification requirements for the class series. Based on the increased scope of responsibility and complexity in the body of work performed, internal alignment considerations and external market comparability, the parties agreed to increase the hourly wage rates of the WWMS by 13.11%, and the WWMS, Senior by 13.21%.

This Memorandum of Understanding outlines the new agreed upon wage rates.

Effective May 27, 2013, the salaries for the following titles are:

<b><u>Classifications</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>
Utility Maintenance Specialist	\$29.70	\$30.82	\$32.07
Utility Maintenance Specialist, Senior	\$31.45	\$32.65	\$33.95

Effective January 1, 2014 salaries for the following titles are:

<b><u>Classifications</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>
Utility Maintenance Specialist	\$30.23	\$31.37	\$32.65
Utility Maintenance Specialist, Senior	\$32.02	\$33.24	\$34.56

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2014

For The City of Seattle

Plumbers and Pipefitters, Local 32

\_\_\_\_\_  
Jennifer Tran  
City Labor Negotiator

\_\_\_\_\_  
Marty Yellam  
Union Representative

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Seattle Department of Human Resources	Joan Matheson / 684-8454	Forrest Longman / 684-0331

**Legislation Title:**

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2014 Employment Ordinance; designating positions as exempt from Civil Service status, amending Seattle Municipal Code Section 4.13.010, authorizing the Mayor to execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32, 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) designate eleven positions as exempt from Civil Service status, 2) amend Seattle Municipal Code Section 4.13.010, and 3) execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32; all by a 2/3 vote of the City Council.

**Background:**

1. This ordinance seeks to establish eleven positions as exempt from Civil Service status. The nature of the work to be performed by the positions is consistent with the exemption criteria set forth in Seattle Municipal Code Section 4.13.010 and Personnel Rule 2.2. These position changes create a minor cost increase for the affected departments, which will be funded within the existing budget authority.

Please check one of the following:

**This legislation has financial implications.**

**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 the Office of Economic Development, the Seattle City Light

Department, the Seattle Public Utilities Department, the Seattle Department of Transportation, the Department of Finance and Administrative Services, and the Seattle Department of Human Resources.

- 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: Implementation of the 4Q14 Employment Ordinance

**SDHR 4Q14 Employment FISC Attach 1  
(Implementation of the 4Q14 Employment Ordinance)**

Dept	Report	Position Title	Potential Positions Impacted	2013	2014
<b>empt Actions</b>					
OED	#14-13948	Manager 3, Exempt <sup>1</sup>	1		\$0
OED	#14-13988	Manager 2, Exempt <sup>2</sup>	1		\$4,418
OED	#14-14216	Strategic Advisor 2, Exempt <sup>1</sup>	1		\$0
SCL	#14-13964	Executive 2 <sup>1</sup>	1		\$12,784
SCL	#14-14048	IT Professional A, Exempt <sup>1</sup>	1		\$7,856
SPU	#14-13970	Strategic Advisor 3, Exempt <sup>1</sup>	1		\$0
SPU	#14-14196	Manager 2, Exempt <sup>1</sup>	1		\$0
SDOT	#14-14007	IT Professional A, Exempt <sup>2</sup>	1		\$0
FAS	#14-14046	Strategic Advisor 3, Exempt <sup>1</sup>	1		\$8,892
SDHR	#14-14234	Manager 2, Exempt <sup>1</sup>	1		\$0
SDHR	#14-14235	Manager 3, Exempt <sup>1</sup>	1		\$0
SPU	MOU	Utility Maintenance Specialist <sup>3</sup>	3	\$16,681	\$16,182
SPU	MOU	Utility Maintenance Specialist, Senior <sup>3</sup>	2	\$12,001	\$11,630
			<b>Subtotal</b>	\$28,682	\$61,762
			<b>Total <sup>4</sup></b>	<b>\$28,682</b>	<b>\$61,762</b>

Costing Assumptions:

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

<sup>2</sup>Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

<sup>3</sup>Costing provided by Labor Relations.

<sup>4</sup>The 2013 and 2014 costs will be absorbed in departments' current budgets.



**City of Seattle**  
Edward B. Murray  
Mayor

November 18, 2014

Honorable Tim Burgess  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that authorizes administrative actions related to City employment.

Specifically, this legislation will establish eleven positions as exempt from Civil Service; the eleven 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. This legislation will amend Seattle Municipal Code Section 4.13.010 relating to exemptions from the civilian Civil Service. This legislation also authorizes the Mayor to execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32.

Thank you for your consideration of this legislation. Should you have any questions, please contact Joan Matheson at (206) 684-8454.

Sincerely,

Edward B. Murray  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council