



SEATTLE CITY COUNCIL

Legislative Summary

CB 118593

Record No.: CB 118593

Type: Ordinance (Ord)

Status: Passed

Version: 1

124959

In Control: City Clerk

File Created: 11/02/2015

Final Action: 12/17/2015

Title: AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2015 Employment Ordinance; establishing new salaries that implement 2016 increases required by Ordinance 124490; amending Ordinance 124927; increasing funds; designating positions as exempt from Civil Service status; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Notes:

Sponsors: Burgess

Attachments:

Drafter: sarah.butler@seattle.gov

Date

Filed with City Clerk: 12/17/2015

Mayor's Signature: 12/17/2015

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	11/10/2015	Mayor's leg transmitted to Council	City Clerk			
	Action Text: The Council Bill (CB) was Mayor's leg transmitted to Council. to the City Clerk						
	Notes:						
1	City Clerk	11/10/2015	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	11/12/2015	sent for review	Education and Governance Committee			
	Action Text: The Council Bill (CB) was sent for review. to the Education and Governance Committee						
	Notes:						

- 1 Full Council 12/07/2015 referred Education and Governance Committee
Action Text: The Council Bill (CB) was referred. to the Education and Governance Committee
Notes:
- 1 Education and Governance Committee 12/10/2015 pass Pass
Action Text: The Committee recommends that Full Council pass the Council Bill (CB).
Notes:
In Favor: 3 Chair Burgess, Vice Chair Bagshaw, Member González
Opposed: 0
- 1 Full Council 12/14/2015 passed Pass
Action Text: The Council Bill (CB) was passed by the following vote and the President signed the Bill:
Notes:
In Favor: 8 Council President Burgess, Councilmember Godden, Councilmember González , Councilmember Harrell, Councilmember Licata, Councilmember O'Brien, Councilmember Rasmussen, Councilmember Sawant
Opposed: 0
- 1 City Clerk 12/16/2015 submitted for Mayor
Mayor's signature
Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor
Notes:
- 1 Mayor 12/17/2015 Signed
Action Text: The Council Bill (CB) was Signed.
Notes:
- 1 Mayor 12/17/2015 returned City Clerk
Action Text: The Council Bill (CB) was returned. to the City Clerk
Notes:
- 1 City Clerk 12/17/2015 attested by City Clerk
Action Text: The Ordinance (Ord) was attested by City Clerk.
Notes:
-

CITY OF SEATTLE
ORDINANCE 124959
COUNCIL BILL 118593

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2015 Employment Ordinance; establishing new salaries that implement 2016 increases required by Ordinance 124490; amending Ordinance 124927; increasing funds; designating positions as exempt from Civil Service status; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. To implement Ordinance 124490, the following salary rates are established as shown:

Department:	Seattle Center
Title:	Door Attendant - Intermittent
Old Salary Range	\$12.46
New Salary Range:	\$13.00
Effective Date:	January 1, 2016

Department:	All City Departments
Title:	Program Aide
Old Salary Range	\$11.00 – \$13.14 – \$16.53 – \$18.72
New Salary Range:	\$13.00 – \$13.14 – \$16.53 – \$18.72
Effective Date:	January 1, 2016

Department:	Parks and Recreation
Title:	Recreation Attendant
Old Salary Range	\$12.97 - \$13.93 - \$14.45 - \$15.01 - \$15.51 - \$16.03 - \$16.69 - \$18.09
New Salary Range:	\$13.00 - \$13.93 - \$14.45 - \$15.01 - \$15.51 - \$16.03 - \$16.69 - \$18.09
Effective Date:	January 1, 2016

Department:	Seattle Center
Title:	Splitter - Intermittent
Old Salary Range	\$12.46
New Salary Range:	\$13.00
Effective Date:	January 1, 2016

Department:	Seattle Center
Title:	Usher, Entry - Intermittent
Old Salary Range	\$11.00
New Salary Range:	\$13.00
Effective Date:	January 1, 2016

Department:	Seattle Center
Title:	Usher - Intermittent
Old Salary Range	\$11.27
New Salary Range:	\$13.00
Effective Date:	January 1, 2016

Department:	Parks and Recreation
Title:	Work Training Enrollee - Intermittent
Old Salary Range	\$11.00 – \$11.23 – \$13.29
New Salary Range:	\$13.00 – \$13.29
Effective Date:	January 1, 2016

Section 2. Amending Ordinance 124927, which adopted the City's 2016 Budget. In order to pay for necessary costs and expenses incurred or to be incurred in 2016, but for which insufficient appropriations were made due to causes that could not reasonably have been foreseen at the time of the making of the 2016 Budget, appropriations for the following items in the 2016 Budget are increased from the funds shown, as follows:

Item	Fund	Department	Budget Control Level	Amount
2.1	General Subfund (00100)	Finance General	Reserves (QD000)	(\$169,971)
	Park and Recreation Fund (10200)	Department of Parks and Recreation (DPR)	Seattle Conservation Corps (K320C)	\$66,932
	Seattle Center Fund (11410)	Seattle Center (CEN)	Commercial Events (SC640)	\$1,958
	Seattle Center Fund (11410)	Seattle Center (CEN)	Key Arena (SC660)	\$49,871
	Seattle Center Fund (11410)	Seattle Center (CEN)	McCaw Hall (SC650)	\$42,246
	Seattle Center Fund (11410)	Seattle Center (CEN)	Community Programs (SC620)	\$8,964

Section 3. To support the appropriations made in Section 3 above, cash is hereby transferred as shown in the following table:

Item	Fund	Amount
3.1	General Subfund (00100)	(\$169,971)
	Park and Recreation Fund (10200)	\$66,932
	Seattle Center Fund (11410)	\$103,039

Section 4. Designating 11 Positions as Exempt from Civil Service Status. As recommended by the Seattle Human Resources Director in the Classification Determination Report specified, the following positions are designated as exempt from Civil Service as noted below, pursuant to Seattle Municipal Code subsection 4.13.010.1:

- 1 vacant position (00011843) in the Seattle Public Utilities Department; Training and Education Coordinator, Senior designated to Information Technology Professional A, Exempt (Report #15-14649).
- 1 filled position (00008591) in the Seattle Public Utilities Department; Personnel Specialist, Supervising designated to Strategic Advisor 1, Exempt (Report #15-14773).
- 1 vacant position (00022944) in the Seattle Police Department; Manager 3, Finance, Budget, & Accounting designated to Executive 2 (Report #15-14676).
- 1 filled position (10005522) in the Office of Immigrant & Refugee Affairs; Public Relations Specialist, Senior designated to Strategic Advisor 1, Exempt (Report #15-14680).

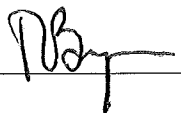
- 1 vacant position (10005493) in the Department of Finance & Administrative Services; Capital Projects Coordinator, Senior designated to Strategic Advisor 2, Exempt (Report #15-14691).
- 1 filled position (00010615) in the Department of Finance & Administrative Services; Manager 3, Purchasing, Contracting & Risk Management designated to Manager 3, Exempt (Report #15-14771).
- 1 filled position (00023378) in the Department of Planning & Development; Manager 3, Information Technology designated to Executive 2 (Report #15-14695).
- 1 filled position (00010950) in the Seattle Retirement System; Accountant designated to Strategic Advisor 2, Exempt (Report #15-14701).
- 1 vacant position (10004725) in the Human Services Department; Manager 2, Information Technology designated to Strategic Advisor 3, Exempt (Report #15-14741).
- 1 filled position (10003761) in the Legislative Department; Administrative Specialist II designated to Administrative Staff Analyst, Exempt (Report #15-14892).
- 1 filled position (00024221) in the Legislative Department; Accounting Technician III designated to Administrative Staff Assistant, Exempt (Report #15-14893).

Section 5. If Council Bill 118502 passes, the reference to the Department of Planning & Development in Section 4 shall mean the Seattle Department of Construction and Inspections instead.

Section 6. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

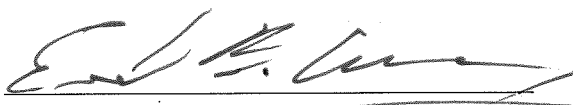
Section 7. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by a three-fourths vote of all the members of the City Council the 14th day of December, 2015, and signed by me in open session in authentication of its passage this 14th day of December, 2015.



President _____ of the City Council

Approved by me this 17th day of December, 2015.



Edward B. Murray, Mayor

Filed by me this 17th day of December, 2015.



Monica Martinez Simmons, City Clerk

(Seal)

SUMMARY and FISCAL NOTE*

Department:	Contact Person/Phone:	Executive Contact/Phone:
Seattle Department of Human Resources	Elaine Gentilo/206-684-8454	Jessica Wang/206-615-1759

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2015 Employment Ordinance; establishing new salaries that implement 2016 increases required by Ordinance 124490; amending Ordinance 124927; increasing funds; designating positions as exempt from Civil Service status; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Summary and background of the Legislation:

This legislation seeks to establish new salaries that implement 2016 rate increases required by Ordinance 124490 (also known as the Seattle Minimum Wage Ordinance) and designate 11 positions as exempt from Civil Service status. If passed, this legislation:

1. Establishes a minimum \$13 per hour rate of pay for City job titles with current hourly wage rates less than \$13, as required by Ordinance 124490;
2. Amends Ordinance 124927 adopting a 2016 budget and increases funds to the Department of Parks and Recreation and the Seattle Center Fund to pay for salary increases required by Ordinance 124490 for 2016; and
3. Establishes 11 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.

2. CAPITAL IMPROVEMENT PROGRAM

N/A

3. SUMMARY OF FINANCIAL IMPLICATIONS

X This legislation has direct financial implications.

Budget program(s) affected:				
Estimated \$ Appropriation change:	General Fund \$		Other \$	
	2016	2017	2016	2017
Estimated \$ Revenue change:	Revenue to General Fund		Revenue to Other Funds	
	2016	2017	2016	2017
	(\$169,971)		\$169,971	

Positions affected:	No. of Positions		Total FTE Change	
	2016	2017	2016	2017
Other departments affected:	DPR, CEN			

3a. APPROPRIATIONS

Fund Name and Number	Department	Budget Control Level Name/##	2016 Appropriation Change	2016 Estimated Appropriation Change
General Subfund (00100)	Finance General	Reserves/QD000	(\$169,971)	
Park and Recreation Fund (10200)	Department of Parks and Recreation (DPR)	Seattle Conservation Corps/K320C)	\$66,932	
Seattle Center Fund (11410)	Seattle Center (CEN)	Commercial Events/SC640	\$1,958	
Seattle Center Fund (11410)	Seattle Center (CEN)	Key Arena/SC660	\$49,871	
Seattle Center Fund (11410)	Seattle Center (CEN)	McCaw Hall/SC650	\$42,246	
Seattle Center Fund (11410)	Seattle Center (CEN)	Community Programs/SC620	\$8,964	
TOTAL			\$0	

Appropriation Notes:

In the 2016 Budget, reserves were set aside to bring existing positions up to \$13 per hour minimum wage in 2016. This legislation increases the wages for the Work Training Enrollees at the Parks and Recreation Department, and Door Attendants, Splitters, Ushers (Entry) and Ushers at Seattle Center. This budget action moves the funds reserved for the wage increase for Work Training Enrollees from Finance General to the Parks and Recreation Department, and for Door Attendants, Splitters, Ushers (Entry), and Ushers at Seattle Center. Program Aide and Recreation Attendant costs will be absorbed by departments and do not need an increase in appropriation authority.

4. OTHER IMPLICATIONS

a) Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?

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

b) Is there financial cost or other impacts of not implementing the legislation?

N/A

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

This legislation will affect the Seattle Public Utilities Department, the Seattle Police Department, the Office of Immigrant & Refugee Affairs, the Department of Finance & Administrative Services, the Department of Planning & Development, the Seattle Retirement System, the Human Services Department, the Legislative Department, Seattle Center, and the Department of Parks and Recreation.

d) Is a public hearing required for this legislation?

No

e) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

f) Does this legislation affect a piece of property?

No

g) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?

N/A

h) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.

N/A

i) Other Issues:

N/A

List attachments/exhibits below:

Attachment:

Attachment 1 – Summary of Actions

SDHR 4Q15 Employment (Implementation of the 4Q15 Employment Ordinance)

Dept	Report	Position Title	Potential Positions Impacted	2015
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New Title and/or Salary Adjustments

All Depts		Door Attendant, Recreation Attendant, Splitter, Entry Usher, Usher, Program Aide, Work Training Enrollee - Intermittent ⁵	4	\$0
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Exempt Actions

SPU	#15-14649	Information Technology Professional A, Exempt	1	\$21,625
SPU	#15-14773	Strategic Advisor 1, Exempt ²	1	(\$824)
SPD	#15-14676	Executive 2 ³	1	\$9,699
OIRA	#15-14680	Strategic Advisor 1, Exempt ²	1	\$6,945
FAS	#15-14691	Strategic Advisor 2, Exempt ²	1	\$5,410
FAS	#15-14771	Manager 3, Exempt ³	1	\$0
DPD	#15-14695	Executive 2 ³	1	\$8,083
RS	#15-14701	Strategic Advisor 2, Exempt ²	1	\$20,442
HSD	#15-14741	Strategic Advisor 3, Exempt ²	1	\$6,687
LEG	#15-14892	Administrative Staff Analyst, Exempt	1	\$13,053
LEG	#15-14893	Administrative Staff Assistant, Exempt	1	\$5,431
			Subtotal	\$96,551
			Total ⁴	\$96,551

Costing Assumptions:

¹Positions in the step program are costed from top step to top step of the old and new title and/or rate.

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

³Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

SDHR 4Q15 Employment (Implementation of the 4Q15 Employment Ordinance)

[4](#) The 2015 costs associated with exempt actions will be absorbed in departments' current budgets.

[5](#) Minimum wage increases will create 2016 costs of \$169,971; funding is appropriated in this legislation.

STATE OF WASHINGTON -- KING COUNTY

--SS.

332162

No.

CITY OF SEATTLE, CLERKS OFFICE

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.

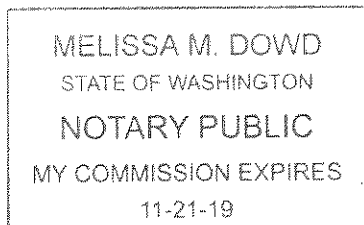
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:124956-124968 TITLE

was published on

01/08/16

The amount of the fee charged for the foregoing publication is the sum of \$219.47 which amount has been paid in full.



A handwritten signature in dark ink, appearing to be "J. B. Smith", written over a horizontal line.

Subscribed and sworn to before me on

01/08/2016

A handwritten signature in dark ink, appearing to be "Melissa M. Dowd", written over a horizontal line.

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on December 14, 2015, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>. Contact: Office of the City Clerk at (206) 684-8344.

Ord 124956

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

Ord 124957

AN ORDINANCE related to cable television; authorizing the Mayor or the Mayor's designee to enter into a renewed Cable Television Franchise Agreement with Comcast Cable Communications Management, LLC; and authorizing the Chief Technology Officer to enter into other agreements for the purpose of implementing or administering the renewed franchise.

Ord 124958

AN ORDINANCE approving and confirming the plat of "Greenbelt Station" in the portions of Southwest 1/4 of Northeast

1/4 of Section 34, Township 24 North, Range 4 East, W.M. in King County, Washington.

Ord 124959

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2015 Employment Ordinance; establishing new salaries that implement 2016 increases required by Ordinance 124490; amending Ordinance 124927; increasing funds; designating positions as exempt from Civil Service status; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Ord 124960

AN ORDINANCE relating to employment in Seattle; amending Chapters 14.16, 14.17, 14.19, and 14.20 of the Seattle Municipal Code to prescribe additional remedies and enforcement procedures, harmonize ordinance language, and add provisions to facilitate compliance; amending Section 3.14.931 of the Seattle Municipal Code to update duties of the Seattle Human Rights Commission; and amending Section 5.55.230 of the Seattle Municipal Code to require labor standards compliance for business license tax certificates.

Ord 124961

AN ORDINANCE authorizing, in 2016, acceptance of funding from non-City sources; authorizing the heads of the Executive Department, City Budget Office, Department of Neighborhoods, Department of Parks and Recreation, Human Services Department, Seattle Fire Department, Seattle Police Department, Department of Information Technology, and Seattle Public Utilities to accept specified grants, private funding donations and subsidized loans and to execute, deliver, and perform corresponding agreements; and ratifying and confirming certain prior acts.

Ord 124962

AN ORDINANCE relating to the 2015 Budget; amending Ordinance 124648, which adopted the 2015 Budget, including the 2015-2020 Capital Improvement Program (CIP); changing appropriations to various departments and budget control levels, and from various funds in the Budget; revising project allocations for certain projects in the 2015-2020 CIP; creating both exempt and nonexempt positions; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Ord 124963

AN ORDINANCE relating to the creation of a Title 6 business license; adding a new Chapter 6.208 to the Seattle Municipal Code; and amending Sections 5.30.030, 5.32.150, 5.55.230, 6.10.005, 6.20.050, 6.214.310, 6.250.030, 6.500.140, 7.04.645, 21.16.060, 21.16.080, and 22.214.060 of the Seattle Municipal Code.

Ord 124964

AN ORDINANCE relating to historic preservation; imposing controls upon the Seattle Post-Intelligencer Globe, a landmark designated by the Landmarks Preservation Board under Chapter 25.12 of the Seattle Municipal Code, and adding it to the Table of Historical Landmarks contained in Chapter 25.32 of the Seattle Municipal Code.

Ord 124965

AN ORDINANCE relating to Seattle Public Utilities; authorizing the Director of Seattle Public Utilities to execute amendments to wheeling agreements between The City of Seattle and North City Water District and between The City of Seattle and Olympic View Water and Sewer District.

Ord 124966

AN ORDINANCE relating to Seattle Public Utilities; authorizing the Director of Seattle Public Utilities to enter into a Joint Project Agreement with King County to design, construct, operate, and maintain the Ship Canal Water Quality Project, in partial fulfillment of the objectives of the Consent Decree authorized under Ordinances 123908 and 124129, and the "Plan to Protect Seattle's Waterways" authorized under Ordinance 124766, to reduce Combined Sewer Overflows; and ratifying and confirming certain prior acts.

Ord 124967

AN ORDINANCE vacating the south 168 feet of the alley adjacent to Lots 17 through 24, lying between Block 55 and Block 56, Boston Company's Plat of West Seattle, near the Alaska Junction of the West Seattle neighborhood of Seattle, on the petition of Fauntleroy Place LLC (Clerk File 308171), and ratifying and confirming certain prior acts.

Ord. 124968

AN ORDINANCE relating to taxicab, transportation network company, and for-hire vehicle drivers; amending Section 6.310.110 of the Seattle Municipal Code; adding a new Section 6.310.735 to the Seattle Municipal Code; and authorizing the election of driver representatives.

Date of publication in the Seattle Daily Journal of Commerce, January 8, 2016.

1/8(332162)