



SEATTLE CITY COUNCIL

Legislative Summary

CB 118697

Record No.: CB 118697

Type: Ordinance (Ord)

Status: Passed

Version: 1

Ord. no: Ord 125065

In Control: City Clerk

File Created: 05/05/2016

Final Action: 06/24/2016

Title: AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2016 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; amending Sections 4.13.010, 4.20.160, 4.20.401, 4.20.440, 4.20.450, and 4.34.035 of the Seattle Municipal Code; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Burgess

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: sarah.butler@seattle.gov

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	05/17/2016	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	05/17/2016	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	05/23/2016	sent for review	Affordable Housing, Neighborhoods, and Finance Committee			

Action Text: The Council Bill (CB) was sent for review. to the Affordable Housing, Neighborhoods, and Finance Committee

Notes:

- | | | | | | |
|---|--|--|---------------------------------|--|------|
| 1 | Full Council | 05/31/2016 | referred | Affordable Housing, Neighborhoods, and Finance Committee | |
| 1 | Affordable Housing, Neighborhoods, and Finance Committee | 06/01/2016 | discussed | | |
| | Action Text: | The Council Bill (CB) was discussed. | | | |
| | Notes: | | | | |
| 1 | Affordable Housing, Neighborhoods, and Finance Committee | 06/15/2016 | pass | | Pass |
| | Action Text: | The Committee recommends that Full Council pass the Council Bill (CB). | | | |
| | | In Favor: | 3 | Chair Burgess, Vice Chair Herbold, Member Johnson | |
| | | Opposed: | 0 | | |
| 1 | Full Council | 06/20/2016 | passed | | Pass |
| | Action Text: | The Council Bill (CB) was passed by the following vote, and the President signed the Bill: | | | |
| | | In Favor: | 8 | Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Herbold, Councilmember Juarez, Councilmember O'Brien, Councilmember Sawant | |
| | | Opposed: | 0 | | |
| 1 | City Clerk | 06/23/2016 | submitted for Mayor's signature | Mayor | |
| | Action Text: | The Council Bill (CB) was submitted for Mayor's signature. to the Mayor | | | |
| | Notes: | | | | |
| 1 | Mayor | 06/24/2016 | Signed | | |
| | Action Text: | The Council Bill (CB) was Signed. | | | |
| | Notes: | | | | |
| 1 | Mayor | 06/24/2016 | returned | City Clerk | |
| | Action Text: | The Council Bill (CB) was returned. to the City Clerk | | | |
| | Notes: | | | | |
| 1 | City Clerk | 06/24/2016 | attested by City Clerk | | |
| | Action Text: | The Ordinance (Ord) was attested by City Clerk. | | | |
| | Notes: | | | | |
-

CITY OF SEATTLE
ORDINANCE 125065
COUNCIL BILL 118697

..title

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2016 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; amending Sections 4.13.010, 4.20.160, 4.20.401, 4.20.440, 4.20.450, and 4.34.035 of the Seattle Municipal Code; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

..body

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Establishing New Titles and/or Salaries. As recommended by the Seattle Human Resources Director, the following title and salary rates are established as displayed below, effective as of the date shown and pay is authorized as of the effective date:

Department:	Seattle Fire Department
New Title:	Fire Protection Engineer Supervisor
New Salary Range (eff. 1/10/14):	\$46.85 - \$48.62 - \$50.52 - \$52.34 - \$54.35
New Salary Range (eff. 12/31/14):	\$49.46 - \$51.33 - \$53.34 - \$55.25 - \$57.38
New Salary Range (eff. 12/30/15):	\$50.45 - \$52.36 - \$54.41 - \$56.36 - \$58.53
Report:	#14-14190
Effective Date of Title:	January 10, 2014

Department:	Seattle Fire Department
Title:	Fire Protection Engineer
New Salary Range (eff. 1/10/14):	\$39.83 - \$41.41 - \$43.07 - \$44.73 - \$46.51
Old Salary Range (eff. 1/1/14)	\$36.21 - \$37.66 - \$39.17 - \$40.68 - \$42.30
New Salary Range (eff. 12/31/14):	\$42.04 - \$43.72 - \$45.47 - \$47.23 - \$49.10
Old Salary Range (eff. 12/31/14):	\$38.23 - \$39.76 - \$41.35 - \$42.91 - \$44.66
New Salary Range (eff. 12/30/15):	\$42.88 - \$44.59 - \$46.38 - \$48.17 - \$50.08
Old Salary Range (eff. 12/30/15):	\$38.99 - \$40.56 - \$42.18 - \$43.80 - \$45.55
Report:	#14-14190

Effective Date of Title:	January 10, 2014
Department:	Seattle Fire Department
Title:	Fire Protection Engineer Senior
New Salary Range (eff. 1/10/14):	\$43.91 - \$45.61 - \$47.31 - \$49.18 - \$50.97
Old Salary Range (eff. 1/1/14)	\$41.47 - \$43.01 - \$44.70 - \$46.33 - \$48.11
New Salary Range (eff. 12/31/14):	\$46.36 - \$48.15 - \$49.95 - \$51.92 - \$53.81
Old Salary Range (eff. 12/31/14):	\$43.78 - \$45.41 - \$47.19 - \$48.91 - \$50.79
New Salary Range (eff. 12/30/15):	\$47.29 - \$49.11 - \$50.95 - \$52.96 - \$54.89
Old Salary Range (eff. 12/30/15):	\$44.66 - \$46.32 - \$48.13 - \$49.89 - \$51.81
Report:	#14-14190
Effective Date of Title:	January 10, 2014

Section 2. Designating Nine 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 filled position (00023056) in the Department of Information Technology; Information Technology Professional B-BU designated to Information Technology Professional A, Exempt (Report #15-14670).
- 1 filled position (10001203) in the Department of Finance and Administrative Services; Manager 2, Purchasing, Contracting & Risk Management designated to Manager 3, Exempt (Report #15-14770).
- 1 vacant position (10001489) in the Department of Finance and Administrative Services; Strategic Advisor 1, Customer Service, Public Information & Promotion designated to Strategic Advisor 2, Exempt (Report #15-14917).

- 1 filled position (00024672) in the Seattle Public Utilities Department; Information Technology Professional B-BU designated to Information Technology Professional A, Exempt (Report #15-14772).
- 1 filled position (10002643) in the Seattle Public Utilities Department; Information Technology Professional B-BU designated to Information Technology Professional A, Exempt (Report #16-15060).
- 1 vacant position (10005794) in the Seattle Public Utilities Department; Civil Engineer Supervisor designated to Executive 2 (Report #16-15086).
- 1 vacant position (10005190) in the Seattle City Employees Retirement System; Information Technology Professional B designated to Information Technology Professional A, Exempt (Report #15-14934).
- 1 filled position (10005669) in the Seattle Department of Human Resources; Manager 1, General Government designated to Manager 1, Exempt (Report #16-15043).
- 1 vacant position (10005727) in the Seattle Department of Construction & Inspections: Strategic Advisor 2, Customer Service, Public Information & Promotion designated to Strategic Advisor 2, Exempt (Report #16-15078).

Section 3. If this ordinance becomes effective after April 5, 2016, consistent with Ordinance 124920, the department references for Position Nos. 00024672, 00023056, and 10002643 in Section 2 shall mean the Seattle Information Technology Department instead.

Section 4. Amending Seattle Municipal Code Section 4.13.010. Section 4.13.010 of the Seattle Municipal Code, last amended by Ordinance 124920, is amended as follows:

4.13.010 Exemptions from the Civil Service and Public Safety Civil Service Systems

* * *

Employment Unit		Titles of Exempt Positions	
* * *			
15.	Municipal Court	All Municipal Judges, Magistrates, and Court Commissioners All positions in the Probation Counselor class series Administrative Specialist III (PosNo. 00023563) Research and Evaluation Assistant (PosNo. 00011478) Bailiff Bailiff, Chief ((Executive Assistant (PosNo. 00016207))) Executive Assistant, Senior (PosNo. 00011524) Municipal Court Marshal Municipal Court Marshal, Senior	
* * *			
20.	Retirement	((Administrative Staff Analyst)) <u>Executive Assistant</u> (PosNo. 10004468)	
* * *			

Section 5. Amending Seattle Municipal Code Section 4.34.035.

Section 4.34.035 of the Seattle Municipal Code, enacted by Ordinance 122636, is amended as follows:

4.34.035 Vacation allowance for ~~((Executive Director of Seattle City Employees Retirement System))~~ certain City positions ~~((:))~~

For the Executive Director of the Seattle City Employees Retirement System and for the Court Administrator of the Seattle Municipal Court, the annual vacation allowance will be ~~((thirty-))~~30~~((:))~~ days in each calendar year. Unused days may not be carried over into subsequent years.

Section 6. Amending Seattle Municipal Code Section 4.20.401.

Section 4.20.401 of the Seattle Municipal Code, last amended by Ordinance 124567, is amended as follows:

4.20.401 Electric Utility Executive Compensation Program ~~((:))~~

~~((A. There is hereby established a discretionary pay program to be known as the Electric Utility Executive Compensation Program to be used exclusively for executive positions working in the electric utility department, Seattle City Light.~~

~~Base Pay: The Electric Utility Executive pay band is hereby established as overlapping pay zones as follows:))~~

((Position title))	((Pay Zone (hourly equivalent)))
((Electric Utility Executive 3, Officer))	(((\$66.09 — \$105.36))
((Electric Utility Executive 3, Director (not Officer level)))	(((\$57.66 — \$92.24))
((Electric Utility Executive 2))	(((\$44.21 — \$70.74))
((Electric Utility Executive 1))	(((\$38.45 — \$61.52))

A. There is established a discretionary pay program to be known as the Electric Utility Executive Compensation Program under which positions identified as "Electric Utility Executive" shall be compensated. This program shall be used exclusively for executive positions working in the electric utility department of Seattle City Light.

* * *

Section 7. Amending Seattle Municipal Code 4.20.440.

Section 4.20.440 of the Seattle Municipal Code last amended by Ordinance 124567, is amended as follows:

4.20.440 Power Marketing Compensation Program (~~(—Description)~~)

A. There is established a Power Marketing Compensation Program to which positions identified as "Power Marketer" will be assigned. The Seattle Human Resources Director is authorized to implement the Power Marketing Compensation Program substantially in accord with the "Power Marketer Classification, Compensation and Sales Revenue Reward Plan Summary," which is incorporated by this reference. Revisions to titles and compensation

components must be approved by the City Council. ~~((The title and pay zone established for the Power Marketer Compensation Program are:))~~

((Title))	((Pay Zone))
((Power Marketer))	(((\$24.90 — \$43.20))

* * *

Section 8. Amending Seattle Municipal Code 4.20.450.

Section 4.20.450 of the Seattle Municipal Code, last amended by Ordinance 124567, is amended as follows:

4.20.450 ~~((Establishing a Compensation Program))~~ Investments/Debt Director Compensation Program

A. As recommended by the Seattle Human Resources Director, there is established a discretionary pay program to be known as the Investments/Debt Director Compensation Program, under which positions identified as “Investments/Debt Director” and “Assistant Investments/Debt Director” shall be compensated. This program shall ~~((to))~~ be used by the Department of Finance and Administrative Services.

~~((A. Titles and Pay Band: The following titles are hereby created, and the corresponding pay band is established as shown, effective April 12, 2008:))~~

((Title))	((Pay Band))
((Investments/Debt Director))	(((\$38.31 — \$76.63))
((Assistant Investments/Debt Director))	(((\$38.31 — \$76.63))

Base pay for any position incumbent of the above titles shall be set by the appointing authority, and may not exceed the pay band maximum.

* * *

Section 9. Amending Seattle Municipal Code Section 4.20.160.

Section 4.20.160 of the Seattle Municipal Code, last amended by Ordinance 124567, is amended as follows:

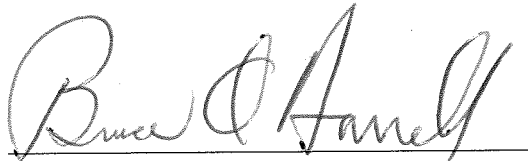
4.20.160 Seattle Human Resources Director to check payrolls

The Seattle Human Resources Director is authorized ~~((and directed))~~ to check all payrolls of City departments as to the right of each employee to draw the rate of pay ~~((;))~~ appearing opposite ~~((his or her))~~ that employee's name on the payroll~~((, and to report the result of such check to the City Council))~~. Other payroll audit functions shall be performed by the Director of Finance and Administrative Services.

Section 10. Any act consistent with the authority of this ordinance taken after its passage and prior to its effective date is ratified and confirmed.

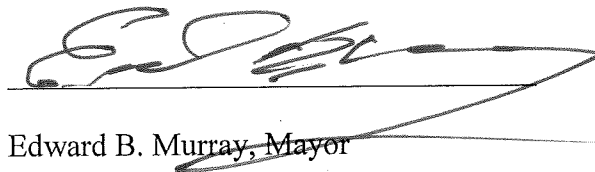
Section 11. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by a 2/3 vote of the City Council the 20th day of June, 2016, and signed by me in open session in authentication of its passage this 20th day of June, 2016.



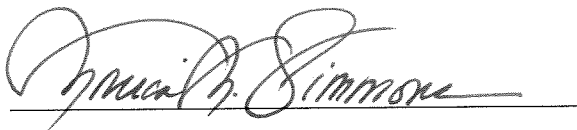
President _____ of the City Council

Approved by me this 24th day of June, 2016.



Edward B. Murray, Mayor

Filed by me this 24th day of June, 2016.



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

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2016 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; amending Sections 4.13.010, 4.20.160, 4.20.401, 4.20.440, 4.20.450, and 4.34.035 of the Seattle Municipal Code; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

Summary and background of the Legislation: This legislation seeks to establish a new title and salaries, designate nine positions as exempt from Civil Service status, and amend Seattle Municipal Code Sections 4.13.010, 4.34.035, 4.20.401, 4.20.440, 4.20.450, and 4.20.160. If passed, this legislation:

1. Establishes a new title of Fire Protection Engineer Supervisor and corresponding rates of pay.
2. Establishes new rates of pay for the Fire Protection Engineer and Fire Protection Engineer, Senior titles.
3. Establishes nine 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.
4. Authorizes amending the Seattle Municipal Code Section 4.13.010 - Exemptions from the Civil Service and Public Safety Civil Service Systems.
5. Authorizes amending the Seattle Municipal Code Section 4.34.035 - Vacation allowance for Executive Director of Seattle City Employees Retirement System to also include the Court Administrator of the Seattle Municipal Court.
6. Authorizes amending the Seattle Municipal Code to remove obsolete pay rates in Section 4.20.401 - Electric Utility Executive Compensation Program, Section 4.20.440 - Power Marketing Compensation Program, and Section 4.20.450 - Investments/Debt Director Compensation Program.
7. Authorizes amending the Seattle Municipal Code to remove an obsolete requirement to check payrolls, Section 4.20.160 - Seattle Human Resources Director to check payrolls.

2. SUMMARY OF FINANCIAL IMPLICATIONS

 X This legislation does not have direct financial implications.

3. 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 this legislation are summarized in the 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 Fire Department, the Department of Information Technology (Seattle Information Technology Department), the Department of Finance & Administrative Services, the Seattle Public Utilities Department, the Seattle City Employees Retirement System, the Seattle Department of Human Resources, and the Seattle Department of Construction & Inspections.

- d) **Is a public hearing required for this legislation?**

No

- e) **Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**

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) **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

- i) **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

- j) **Other Issues:**

N/A

List attachments/exhibits below:

Summary Att 1 – Summary of Actions

SDHR 1Q16 Employment (Implementation of the 1Q16 Employment Ordinance)

Dept	Report	Position Title	Potential Positions Impacted	2014	2015
------	--------	----------------	------------------------------	------	------

New Title and/or Salary Adjustments

Fire Dept	#14-14190	Fire Protection Engineer ¹	2 *	\$21,442	\$22,876
Fire Dept	#14-14190	Fire Protection Engineer, Senior ¹	4	\$29,132	\$31,120
Subtotal				\$50,574	\$53,997

Exempt Actions

DoIT	#15-14670	Information Technology Professional A, Exempt ²	1		\$10,820
FAS	#15-14770	Manager 3, Exempt ²	1		\$3,899
FAS	#15-14917	Strategic Advisor 2, Exempt ²	1		\$1,722
SPU	#15-14772	Information Technology Professional A, Exempt ²	1		\$6,183
SPU	#16-15060	Information Technology Professional A, Exempt ²	1		
SPU	#16-15086	Executive 2 ³	1		
RS	#15-14934	Information Technology Professional A, Exempt ²	1		\$3,091
SDHR	#16-15043	Manager 1, Exempt ²	1		
SDCI	#16-15078	Strategic Advisor 2, Exempt ²	1		

Subtotal					\$25,715
Total ⁴				\$50,574	\$79,712

Costing Assumptions:

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

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

³ Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

⁴ The 2015 costs associated with exempt actions will be absorbed in departments' current budgets.

* Increased to 3 incumbents in 2016.

SDHR 1Q16 Employment
(Implementation of the 1Q16 Employment Ordinance)

2016

.....
.....
\$34,868

.....
\$31,610

.....
\$66,478

.....
\$21,142

.....
\$11,879

.....
\$10,494

.....
\$21,142

.....
\$19,380

.....
\$4,281

.....
\$21,142

.....
\$0

.....
\$0

.....
\$109,460

.....
\$175,938

STATE OF WASHINGTON -- KING COUNTY

--SS.

339229

No. 125063,64.65.66.67.68.69

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.

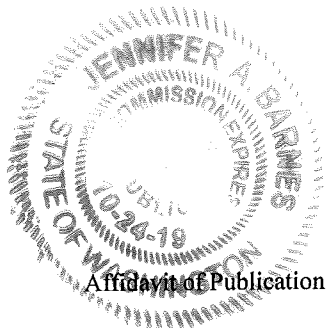
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:TITLE ONLY ORDINANCES

was published on

07/06/16

The amount of the fee charged for the foregoing publication is the sum of \$135.58 which amount has been paid in full.



Affidavit of Publication

[Signature]
Subscribed and sworn to before me on

[Signature]
07/06/2016

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

Title Only Ordinances

The full text of the following legislation, passed by the City Council on June 20, 2016, 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.

Ordinance 125063

AN ORDINANCE relating to Seattle Public Utilities; accepting easements granted to the City of Seattle for installation, operation, and maintenance of watermain, a hydrant, water facilities, a master meter vault, and appurtenances necessary for water utility purposes at various locations in Seattle; placing the real property rights and interests conveyed by the easements under the jurisdiction of Seattle Public Utilities; and ratifying and confirming certain prior acts.

Ordinance 125064

AN ORDINANCE relating to Seattle Public Utilities; accepting easements granted to the City of Seattle for installation, operation and maintenance of storm drainage facilities, sewer facilities, sanitary sewer facilities, a pedestrian walkway, retaining wall, combined sewer facilities, pedestrian and vehicular access, storm detention drain facilities, stormwater runoff, storm water drainage facilities, outfall discharge pipeline, storm sewer drain facility and appurtenances necessary for drainage and wastewater utility purposes at various locations in Seattle and unincorporated King County, Washington; placing the property rights and interests conveyed by the easements under the jurisdiction of Seattle Public Utilities; and ratifying and confirming certain prior acts.

Ordinance 125065

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2016 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; amending Sections 4.13.010, 4.20.160, 4.20.401, 4.20.440, 4.20.450, and 4.34.035 of the Seattle Municipal Code; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

Ordinance 125066

AN ORDINANCE relating to the Department of Parks and Recreation; authorizing the Superintendent of Parks and Recreation to execute a five-year concession agreement with Gary Warhaftig, d/b/a Point of View Telescopes, to manage, maintain, and provide coin-operated telescopes at various City-owned park facilities.

Ordinance 125067

AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between The City of Seattle and the Seattle Police Dispatchers' Guild; and ratifying and confirming certain prior acts.

Ordinance 125068

AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between The City of Seattle and Teamsters Local Union No. 117; and ratifying and confirming certain prior acts.

Ordinance 125069

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

Date of publication in the Seattle Daily Journal of Commerce, July 6, 2016.

7/6(339229)