

CITY OF SEATTLE
ORDINANCE 127006
COUNCIL BILL 120758

AN ORDINANCE relating to City employment; providing wage increases effective January 4, 2023, and January 3, 2024, for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2023 and 2024 wage increases; amending Sections 4.04.030, 4.20.325, 4.28.010, 4.28.020, and 4.34.020 of the Seattle Municipal Code; and ratifying and confirming certain prior acts.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective January 4, 2023, the base wage rates for all non-represented City employees and officers, except those holding Library positions and those positions identified by the titles listed in Section 3 of this ordinance, shall be increased by five percent.

Section 2. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective January 3, 2024, the base wage rates for all non-represented City employees and officers, except those holding Library positions and those positions identified by the titles listed in Section 3 of this ordinance, shall be increased by 4.5 percent.

Section 3. Employees of the City Library system and non-represented City employees or officers holding positions identified by the following specified titles or salary plans are excluded from the wage increases described in Sections 1 and 2 of this ordinance:

City Attorney, Assistant
City Light General Manager and Chief Executive Officer
Contract Employee-Intermittent
Councilmember
Electric Utility Executive, All Classes
Executive Manager-City Auditor
Executive Manager-Legislative
Executive, All Classes

Hearing Examiner, All Classes
Hearing Examiner-Pro Tempore-Intermittent
High School Intern-Intermittent
Information Technology Professional, All Classes
Investments/Debt Director, All Classes
Legislative Assistant
Legislative Assistant-Intermittent
Magistrate
Manager, All Classes
Mayoral Staff Assistant, All Classes
Members of Boards or Commissions with Session or Meeting Rates
Municipal Judge
Municipal Judge-Pro Tempore-Day-Intermittent
Seattle Police Chief
Power Marketer
Strategic Advisor, All Classes
Strategic Advisor-Audit
Strategic Advisor-Legislative
Volunteer Firefighter-Skagit Project
Volunteer Firefighter-Skagit Project-Intermittent
Work Training Enrollee-Intermittent
Work Training Enrollee-Tier II-Intermittent
Youth Employment Enrollee-Summer-Intermittent
Youth Employment Enrollee-Summer-NC-Intermittent

1 Section 4. Before applying the five percent wage increase provided by Section 1 and the
2 4.5 percent wage increase provided by Section 2, the following non-represented job titles shall
3 also receive an increase to their base wage rates consistent with wage increases negotiated for
4 identical represented job titles in the PROTEC17 Professional, Technical, Senior Business,
5 Senior Professional and Administrative Support Unit. Hourly base wage rates for the following
6 non-represented job titles shall correspond with the hourly base wage rates of the identical
7 represented job title, as set forth in the “Agreement By and Between The City of Seattle and
8 PROTEC17 Units: Professional, Technical, Senior Business, Senior Professional and
9 Administrative Support,” which agreement is effective January 1, 2023:

1 position, to perform work that is not ongoing regular work and for which there is no regularly
2 budgeted position; or

3 d. ((a)) A less than half-time assignment for seasonal, on-call, intermittent or
4 regularly scheduled work that normally does not exceed 1,040 hours in a year, but may be
5 extended up to 1,300 hours once every three years and may also be extended while the
6 assignment is in the process of being converted to a regular position; or

7 e. ((a)) A term-limited assignment for a period of more than one but ((less)) fewer
8 than three years for time-limited work related to a specific project, grant, or other non-routine
9 substantial body of work; for the replacement of a regularly appointed employee when that
10 employee is absent on long-term disability time loss, or medical or military leave of absence;
11 ((or)) for the replacement of a regularly appointed employee who is assigned to special time-
12 limited project work((-)) ; or for the replacement of a regularly appointed employee who has
13 been released for union leave pursuant to collective bargaining agreements.

14 For purposes of administering temporary assignments, one year shall be equivalent to 26
15 consecutive pay periods. The Seattle Human Resources Director may promulgate rules that
16 direct departments to limit temporary assignments to fewer hours than this ((ordinance)) Title 4
17 provides for.

18 Except as may be provided by ordinance or labor contract, temporary workers shall be
19 exempt from the provisions of this Title 4.

20 * * *

21 Section 6. Section 4.20.325 of the Seattle Municipal Code, last amended by Ordinance
22 126010, is amended as follows:

23 **4.20.325 Overtime-related meal compensation**

1 A. Any full-time City officer or employee who, pursuant to specific directions of the
2 head of the employing unit to which such worker is assigned, or of such head’s designee, works
3 for a total of two or more consecutive overtime hours (~~(beyond)~~) at the beginning or end of either
4 (1) such worker’s normal working hours, or (2) a reasonably continuous period of overtime equal
5 to the length of such worker’s normal shift, shall be compensated as specified in subsection
6 4.20.325.B for one meal that such worker purchased reasonably contemporaneously with such
7 overtime. In the event the head of the employing unit to which such worker is assigned, or the
8 head’s designee, has certified in writing, to the Director of Finance and Administrative Services,
9 that because of emergency circumstances, the worker was required to work overtime on an
10 immediate and continuous basis without the opportunity to plan and take normal meal breaks,
11 then such worker shall be compensated as specified in subsection 4.20.325.B for such additional
12 number of meals as are indicated in such certification.

13 B. If such worker provides the purchased meal receipt(s) to the worker’s supervisor no
14 later than the (~~(beginning of the worker’s next regular shift)~~) end of the following pay period, the
15 worker shall be eligible for the reimbursement of the actual cost of the meal(s), but no more than
16 the average cost for the meal(s) as reflected in a national comparative cost index such as the
17 Runzheimer Meal—Lodging Cost Index; but if such receipt(s) are not provided as specified
18 herein, then such worker shall be eligible only for meal compensation in the sum of \$20 per meal
19 for which compensation has been authorized as provided in this Chapter 4.20.

20 C. Temporary employees identified in subsection 4.20.055.A shall be eligible for the
21 overtime meal compensation provided in this Section 4.20.325.

22 Section 7. Section 4.28.010 of the Seattle Municipal Code, last amended by Ordinance
23 126558, is amended as follows:

1 **4.28.010 Granting of bereavement leave**

2 All City employees, including temporary workers who qualify pursuant to subsection
3 4.20.055.C, and excluding employees covered by that certain collective bargaining agreement
4 entered into between the City and Seattle Police Officers' Guild, shall be allowed ~~((five days))~~
5 40 hours off (prorated for part-time employees), usable in ((eight hour)) full-day increments or
6 increments of one hour (((prorated for part-time employees))), without salary reduction for
7 bereavement purposes in the event of ~~((a))~~ the death of any ~~((close))~~ relative to such officer or
8 employee. ~~((In the event of a death of relative other than a close relative, department heads or a~~
9 ~~designated management representative may authorize bereavement leave not to exceed five days~~
10 ~~off work, chargeable to the sick leave account of the officer or employee.))~~ Employees shall use
11 their bereavement leave benefit within one year of the death of such ~~((qualifying family~~
12 ~~member))~~ relative; however, employees may request, and appointing authorities may grant,
13 extensions of ability to use such leave if the employees submit such request within 30 days of the
14 relative's death.

15 Section 8. Section 4.28.020 of the Seattle Municipal Code, last amended by Ordinance
16 126010, is amended as follows:

17 **4.28.020 Definitions**

18 For the purposes of this Chapter 4.28:

19 “Relative” is defined as any person related to the employee by blood, marriage, adoption,
20 fostering, guardianship, in loco parentis, or domestic partnership.

21 ~~((“Close relative” means the following relatives of the employee or the employee’s spouse or~~
22 ~~domestic partner:~~

- 23 ~~1. Spouse or domestic partner,~~

- 1 ~~2. Child,~~
- 2 ~~3. Parent,~~
- 3 ~~4. Sibling,~~
- 4 ~~5. Grandchild,~~
- 5 ~~6. Grandparent, or~~
- 6 ~~7. Legal guardian, ward, or any person over whom the employee or the employee's~~
- 7 ~~spouse or domestic partner has legal custody.~~

8 ~~“Domestic partner,” when used in reference to a person other than the domestic partner of~~
9 ~~an officer or employee, means a person identified by the officer or employee as the relative's~~
10 ~~domestic partner in an affidavit or declaration of domestic partnership in form prescribed~~
11 ~~therefor by the Seattle Human Resources Director.~~

12 ~~“Relative other than a close relative” means the following relatives of the employee or~~
13 ~~the employee's spouse or domestic partner:~~

- 14 ~~1. Cousin,~~
- 15 ~~2. Parent's sibling,~~
- 16 ~~3. Parent's sibling's child, or~~
- 17 ~~4. Spouse or domestic partner of a sibling, child, or grandchild.))~~

18 Section 9. Section 4.34.020 of the Seattle Municipal Code, last amended by Ordinance
19 111757, is amended as follows:

20 **4.34.020 Vacation credit accrual rate((=))**

21 A. Basic structure. Except as provided in subsections 4.34.055.D and 4.34.055.E, City
22 employees shall accrue annual vacation credit at the rate and up to the maximum vacation

1 balance shown in ~~((the))~~ Table A for 4.34.020 for each hour worked on regular pay status as
2 shown on the payroll.

3 B. Accrual rate and maximum accumulation table. The vacation accrual rate shall be
4 determined in accordance with rates set forth in the Accrual Years/Hours Column ~~((1))~~ of Table
5 A for 4.34.020. The Vacation Days and Hours Per Year Columns ~~((2))~~ depict~~((s))~~ the
6 corresponding equivalent annual vacation creditable to a full-time employee. The Maximum
7 Hours Column ~~((3))~~ depicts the normal maximum number of hours of vacation credit that can be
8 accrued and accumulated at any time.

9 C. Maximum accrual. No employee may accrue credit for annual vacation time for more
10 than 80 hours per pay period except employees in the Health Department paid through the King
11 County payroll system, who may accrue credit for annual vacation time up to 87 hours per pay
12 period. Except as ~~((is))~~ provided in subsections 4.34.055.D and 4.34.055.E, accrual and
13 accumulation of vacation time shall cease at the time an employee's vacation credit balance
14 reaches the normal maximum balance and shall not resume until the employee's vacation credit
15 balance is below the normal maximum balance.

((Table A for 4.34.020					
Column 1 Accrual Rate		Column 2 Equivalent Annual Vacation Creditable to a Full-Time Employee			Column 3 Normal Maximum Vacation Balance*
Hours on Regular Pay Status	Vacation Accrued Per Hour	Years of Service	Working Days Per Year	Hours	(Hours)
Less than 08321	.0460	-0 through 4	12	(96)	192
8321 through 18720	.0577	-5 through 9	15	(120)	240
18721 through 29120	.0615	10 through 14	16	(128)	256
29121 through 39520	.0692	15 through 19	18	(144)	288

39521 through 41600	.0769	20	20	(160)	320
41601 through 43680	.0807	21	21	(168)	336
43681 through 45760	.0846	22	22	(176)	352
45761 through 47840	.0885	23	23	(184)	368
47841 through 49920	.0923	24	24	(192)	384
49921 through 52000	.0961	25	25	(200)	400
52001 through 54080	.1000	26	26	(208)	416
54081 through 56160	.1038	27	27	(216)	432
56161 through 58240	.1076	28	28	(224)	448
58241 through 60320	.1115	29	29	(232)	464
60321 and over	.1153	30	30	(240)	480
* Subections 4.34.055.D and 4.34.055.E authorize temporary exceptions to this maximum balance.))					

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Table A for 4.34.020

<u>Accrual Years/Hours</u>	<u>Vacation Days</u>	<u>Hours Per Year</u>	<u>Maximum Hours</u>
<u>Year 0-3 / 0-6,240</u>	<u>12</u>	<u>96</u>	<u>192</u>
<u>Year 4-7 / 6,241-14,560</u>	<u>16</u>	<u>128</u>	<u>256</u>
<u>Year 8-13 / 14,561-27,040</u>	<u>20</u>	<u>160</u>	<u>320</u>
<u>Year 14-18 / 27,041-37,440</u>	<u>23</u>	<u>184</u>	<u>368</u>
<u>Year 19 / 37,440-39,520</u>	<u>24</u>	<u>192</u>	<u>384</u>
<u>Year 20 / 39,521-41,600</u>	<u>25</u>	<u>200</u>	<u>400</u>
<u>Year 21 / 41,601-43,680</u>	<u>26</u>	<u>208</u>	<u>416</u>
<u>Year 22 / 43,681-45,760</u>	<u>27</u>	<u>216</u>	<u>432</u>

<u>Year 23 / 45,761- 47,840</u>	<u>28</u>	<u>224</u>	<u>448</u>
<u>Year 24 / 47,841- 49,920</u>	<u>29</u>	<u>232</u>	<u>464</u>
<u>Year 25+ / 49,921+</u>	<u>30</u>	<u>240</u>	<u>480</u>

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

1 Section 11. This ordinance shall take effect as provided by Seattle Municipal Code
2 Sections 1.04.020 and 1.04.070.

3 Passed by the City Council the 2nd day of April, 2024,
4 and signed by me in open session in authentication of its passage this 2nd day of
5 April, 2024.

6 


7 President _____ of the City Council

Approved / returned unsigned / vetoed this 5th day of April, 2024.

8 

9 Bruce A. Harrell, Mayor

10 Filed by me this 5th day of April, 2024.

11 

12 Scheereen Dedman, City Clerk

13 (Seal)