



SEATTLE CITY COUNCIL

Legislative Summary

CB 118398

Record No.: CB 118398

Type: Ordinance (Ord)
124783

Status: Attested by City
Clerk

Version: 1

In Control: City Clerk

File Created: 04/24/2015

Final Action: 05/29/2015

Title: AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2015 Employment Ordinance; establishing new titles and salaries; establishing a premium pay for certain licensing requirements at Seattle Center; amending Ordinance 124648; increasing funds for the Human Services Operating Fund; designating positions as exempt from Civil Service status; authorizing the execution of a Memorandum of Agreement between The City of Seattle and Public Service and Industrial Employees Local 1239 and a Memorandum of Agreement between The City of Seattle and International Union of Operating Engineers Local 286; and ratifying and confirming prior acts; all by a three-fourths 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

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	05/05/2015	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	05/05/2015	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 05/07/2015 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 05/18/2015 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 05/20/2015 pass Pass
Action Text: The Committee recommends that Full Council pass the Council Bill (CB).
In Favor: 3 Chair Burgess, Vice Chair Bagshaw, Sawant
Opposed: 0
Abstain: 1 Member Okamoto
- 1 Education and Governance Committee 05/20/2015 pass
Action Text: The Council Bill (CB) was pass.
Notes:
- 1 Full Council 05/26/2015 passed Pass
Action Text: The Council Bill (CB) was passed by the following vote and the President signed the Bill:
Notes:
In Favor: 9 Councilmember Bagshaw, Council President Burgess, Councilmember Godden, Councilmember Harrell, Councilmember Licata, Councilmember O'Brien, Councilmember Okamoto, Councilmember Rasmussen, Councilmember Sawant
Opposed: 0
- 1 City Clerk 05/27/2015 submitted for Mayor's signature Mayor
Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor
Notes:
- 1 Mayor 05/29/2015 Signed
Action Text: The Council Bill (CB) was Signed.
Notes:
- 1 Mayor 05/29/2015 returned City Clerk
Action Text: The Council Bill (CB) was returned. to the City Clerk
Notes:
- 1 City Clerk 05/29/2015 attested by City Clerk
Action Text: The Ordinance (Ord) was attested by City Clerk.
Notes:
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CITY OF SEATTLE
ORDINANCE 124783
COUNCIL BILL 118398

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2015 Employment Ordinance; establishing new titles and salaries; establishing a premium pay for certain licensing requirements at Seattle Center; amending Ordinance 124648; increasing funds for the Human Services Operating Fund; designating positions as exempt from Civil Service status; authorizing the execution of a Memorandum of Agreement between The City of Seattle and Public Service and Industrial Employees Local 1239 and a Memorandum of Agreement between The City of Seattle and International Union of Operating Engineers Local 286; and ratifying and confirming prior acts; all by a three-fourths 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 Seattle Human Resources Director, the following titles and/or salary rates are established as shown, effective as of the dates shown and pay authorized back to the effective dates:

- Department: Seattle Public Utilities
- New Title: Utility Maintenance Supervisor
- New Salary Range (2013): \$34.59 - \$35.96 - \$37.46 - \$38.85 - \$40.27
- Effective Date: May 27, 2013
- New Salary Range (2014): \$35.21 - \$36.61 - \$38.13 - \$39.55 - \$40.99
- Effective Date: January 1, 2014
- Report: #13-13556

Department: Citywide
Title: High School Intern - Intermittent
Old Salary Range: \$9.47
New Salary Range: \$15.00
Effective Date: April 1, 2015

Department: Human Services Department
Title: Youth Employment Enrollee-Summer - Intermittent
Old Salary Range: \$9.47
New Salary Range: \$15.00
Effective Date: April 1, 2015

Department: Human Services Department
Title: Youth Employment Enrollee-Summer NC -
Intermittent
Old Salary Range: \$9.47
New Salary Range: \$15.00
Effective Date: April 1, 2015

1 Section 2. Establishing a premium pay for employees at Seattle Center who are required
2 to obtain a Grade II or above Steam Engineer's License. The premium pay will be ten percent
3 of the regular hourly wage in addition to the respective regular hourly wage while required to be

1 so licensed, effective April 8, 2015. Employees not required or no longer required to be licensed
2 shall not be eligible for the premium pay.

3 Section 3. Amending Ordinance 124648, which adopted the City's 2015 Budget. In order
4 to pay for necessary costs and expenses incurred or to be incurred in 2015, but for which
5 insufficient appropriations were made due to causes that could not reasonably have been
6 foreseen at the time of the making of the 2015 Budget, appropriations for the following items in
7 the 2015 Budget are increased from the funds shown, as follows:

Item	Fund	Department	Budget Control Level	Amount
3.1	General Subfund (00100)	Finance General	Reserves (QD000)	(\$294,257)
	Human Services Operating Fund (16200)	Human Services Department	Youth and Family Empowerment (H20YF)	\$294,257

8
9 Section 4. To support the appropriations made in Section 3 above, cash is hereby
10 transferred as shown in the following table:

Item	Fund	Amount
4.1	General Subfund (00100)	(\$294,257)
	Human Services Operating Fund (16200)	\$294,257

11
12 Section 5. Designating Six Positions as Exempt from Civil Service Status. As
13 recommended by the Seattle Human Resources Director in the Classification Determination
14 Report specified, the following positions are designated as exempt from Civil Service as noted
15 below, pursuant to Seattle Municipal Code 4.13.010(1):

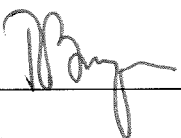
- 1 - 1 position (00015675) in the Department of Finance & Administrative Services;
2 Strategic Advisor 1, General Government designated to Strategic Advisor 2, Exempt
3 (Report #14-14220).
- 4 - 1 position (00011228) in the Department of Finance & Administrative Services; IT
5 Professional C designated to IT Professional A, Exempt (Report #14-14294).
- 6 - 1 position (00025237) in the Seattle Police Department; Strategic Advisor 2, Courts,
7 Legal & Public Safety designated to Strategic Advisor 3, Exempt (Report #14-
8 14227).
- 9 - 1 position (00026818) in the Seattle Public Utilities Department; Manager 3, General
10 Government designated to Executive 2 (Report #14-14326).
- 11 - 1 position (00025250) in the Seattle City Light Department; IT Professional B
12 designated to IT Professional A, Exempt (Report #14-14328).
- 13 - 1 position (00016290) in the Department of Education & Early Learning; Manager 3,
14 Human Services, designated to Manager 3, Exempt (Report #15-14431).

15 Section 6. As requested by the Seattle Human Resources Director and recommended by
16 the Mayor, the Mayor is authorized on behalf of The City of Seattle to execute a Memorandum
17 of Agreement with The Public Service and Industrial Employees Local 1239 substantially in the
18 form attached to this ordinance as Attachment 1. Also as requested by the Seattle Human
19 Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of the
20 City of Seattle to execute a Memorandum of Agreement with The International Union of
21 Operating Engineers Local 286 substantially in the form attached to this ordinance as
22 Attachment 2.


1 Section 7. Any act consistent with the authority and prior to the effective date of this
2 ordinance is ratified and confirmed.

3 Section 8. 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.

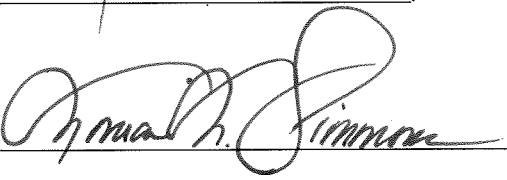
6 Passed by a 3/4 vote of all the members of the City Council the 26th day of
7 MAY, 2015, and signed by me in open session in authentication of its
8 passage this 26th day of MAY, 2015.

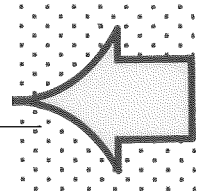
9
10 
11 _____
12 President _____ of the City Council

13 Approved by me this 29th day of MAY, 2015.

14 
15 _____
16 Edward B. Murray, Mayor

17 Filed by me this 29th day of MAY, 2015.

18 
19 _____
20 Monica Martinez Simmons, City Clerk



**SIGN
HERE**

22 (Seal)

23 Attachments:

- 1 Attachment 1: Memorandum of Agreement by and between The City of Seattle and Public
- 2 Service and Industrial Employees Local 1239
- 3 Attachment 2: Memorandum of Agreement by and between The City of Seattle and International
- 4 Union of Operating Engineers Local 286

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE CITY OF SEATTLE
AND
PUBLIC SERVICE AND INDUSTRIAL EMPLOYEES LOCAL 1239**

Whereas, the duties and responsibilities of the Pool Maintenance Lead Worker classification have grown significantly in scope, complexity, and responsibility; and,

Whereas, the Parks Department requested a review of these changes by the Compensation and Classification Division of the Seattle Human Resources Department and that review determined a new classification of Aquatics Technical Supervisor should be developed and adopted that accurately reflects the higher level duties and responsibilities; and,

Whereas, Compensation and Classification found no external market comparators and therefore relied on internal alignment to determine the appropriate wage rate for the Aquatics Technical Supervisor classification as follows:

Effective June 29, 2013 salary for the Aquatics Technical Supervisor will be as follows:

Step 1	Step 2	Step 3	Step 4	Step 5
\$31.16	\$32.39	\$33.69	\$34.94	\$36.30

Effective January 1, 2014 salary for the Aquatics Technical Supervisor will be as follows:

Step 1	Step 2	Step 3	Step 4	Step 5
\$31.72	\$32.97	\$34.30	\$35.57	\$36.95

Now therefore, the Parties agree that the City shall implement adoption of the new Aquatics Technical Supervisor classification consistent with applicable Personnel Rules and/or collective bargaining agreement language regarding reclassification actions and their effects on incumbent employees with the agreed upon wage rate as referenced above.

For PSIE Local 1239

For the City of Seattle

Ian Gordon, Business Manager Date

Michael South, Labor Negotiator Date

For the Parks and Recreation Department

Christopher Williams, Dep. Supt. Date

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE CITY OF SEATTLE
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 286**

Whereas, licensure requirements regarding steam plant operation at Seattle Center requires that employees obtain a Grade II or above Steam Engineer's license; and,

Whereas, Seattle Center has faced significant difficulty recruiting and retaining employees with the necessary license with the potential of experiencing costly reductions in operations; and,

Whereas, a review by the Compensation and Classification Division of the Seattle Department of Human Resources determined that the salary of similarly situated employees in comparable jurisdictions is on average approximately 10% higher; and,

Whereas, it is essential to the business operations at Seattle Center to successfully compete in the labor market for the required skill set;

Now therefore, the Parties agree that effective April 8, 2015, employees at Seattle Center in the Heating, Ventilation, and Air Conditioning Technician (HVAC Tech) classification and in Building Operating Engineer classifications except Trainee, who are required to obtain a Grade II or above Steam Engineer's license shall receive a premium pay of ten percent (10%) of their regular hourly wage in addition to their respective regular hourly wage while required to be so licensed. Employees not required or no longer required to be licensed shall not be eligible for the premium pay.

For IUOE Local 286

For the City of Seattle

Mike Bolling, Business Rep. Date

Michael South, Labor Negotiator Date

For Seattle Center

Robert Nellams, Director Date