



# SEATTLE CITY COUNCIL

## Legislative Summary

CB 118603

Record No.: CB 118603

Type: Ordinance (Ord)

Status: Passed

Version: 1

124975

In Control: City Clerk

File Created: 12/16/2015

Final Action: 01/14/2016

**Title:** AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

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	12/22/2015	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	12/28/2015	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	12/30/2015	referred	Full Council			

Legislative Summary Continued (CB 118603)

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- Action Text:** The Council Bill (CB) was referred. to the Full Council  
**Notes:**
- 1 Full Council 01/04/2016 referred Full Council  
**Action Text:** The Council Bill (CB) was referred. to the Full Council  
**Notes:**
- 1 Full Council 01/11/2016 passed Pass  
**Action Text:** The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:  
**Notes:** Motion was made and duly seconded to pass Council Bill 118603.  
In Favor: 9 Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember O'Brien, Councilmember Sawant  
Opposed: 0
- 1 City Clerk 01/12/2016 submitted for Mayor  
Mayor's signature  
**Action Text:** The Council Bill (CB) was submitted for Mayor's signature. to the Mayor  
**Notes:**
- 1 Mayor 01/14/2016 Signed  
**Action Text:** The Council Bill (CB) was Signed.  
**Notes:**
- 1 Mayor 01/14/2016 returned City Clerk  
**Action Text:** The Council Bill (CB) was returned. to the City Clerk  
**Notes:**
- 1 City Clerk 01/14/2016 attested by City Clerk  
**Action Text:** The Ordinance (Ord) was attested by City Clerk.  
**Notes:**
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**CITY OF SEATTLE**  
**ORDINANCE** 124975  
**COUNCIL BILL** 118603

AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a \$15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of \$15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; 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 December 31, 2014, the base wage rates for all non-represented employees and City officers shall be increased by 2 percent, except those holding Library positions and those positions identified by the titles listed in Section 5 of this ordinance.

Section 2. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 30, 2015, 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 5 of this ordinance, shall be increased by 2 percent.

Section 3. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 28, 2016, 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 5 of this ordinance, shall be increased by 2.5 percent.

Section 4. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 27, 2017, the base wage rates for all non-represented City

1 employees and officers, except those holding Library positions and those positions identified by  
2 the titles listed in Section 5 of this ordinance, shall be increased by 2.75 percent.

3 Section 5. Employees of the City Library system and non-represented City employees or  
4 officers holding positions identified by the following specified titles or salary plans are excluded  
5 from the wage increases described in Sections 1 - 4 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

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2 Section 6. In addition to the 2 percent wage increase provided by Section 1, the following  
3 non-represented job titles shall also receive an increase of 3.5 percent to their base wage rate  
4 effective December 31, 2014:

- 5 Accountant, Principal
- 6 Accountant, Senior
- 7 Architect, Senior
- 8 Bailiff
- 9 Bailiff, Chief
- 10 Building Operating Engineer, Chief
- 11 Building Plans Examiner
- 12 Building Plans Examiner (Entry)
- 13 Building Plans Examiner, Senior
- 14 Capital Projects Coordinator, Chief
- 15 Capital Projects Coordinator Supervisor
- 16 Cashier, Senior
- 17 Control Technician
- 18 Economist
- 19 Economist, Principal
- 20 Electrical Quality Assurance Specialist
- 21 Elevator Inspector (Entry)
- 22 Elevator Inspector (Journey)
- 23 Elevator Inspector, Chief
- 24 Elevator Inspector, Senior (Expert)

- 1 Facility Technician Supervisor
- 2 Finance Analyst
- 3 Finance Analyst Supervisor
- 4 Finance Analyst, Senior
- 5 Fire Protection Engineer
- 6 Fire Protection Engineer, Senior
- 7 Licenses and Standards Supervisor
- 8 Pressure Systems Inspector (Journey)
- 9 Pressure Systems Inspector, Chief
- 10 Power Supply Engineer
- 11 Water Quality Engineer
- 12 Water Quality Engineer, Senior

13 Section 7. All non-represented City employees shall be paid a minimum base hourly rate  
14 of \$15 per hour. Effective April 1, 2015, the Seattle Human Resources Director is authorized and  
15 directed to change the salary ranges of the following job titles:

16

17 Title:	Office/Maintenance Aide
18 Old Salary Range:	\$13.94 - \$14.42 - \$15.03
19 New Salary Range:	\$15.00 - \$15.03

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21 Title	Program Aide
22 Old Salary Range:	\$13.00 - \$13.40 - \$16.86 - \$19.09
23 New Salary Range:	\$15.00 - \$16.86 - \$19.09

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Title: Volunteer Firefighter – Skagit Project

Old Salary Range: \$9.47

New Salary Range: \$15.00

Title: Work Training Enrollee

Old Salary Range: \$13.00 – \$13.29

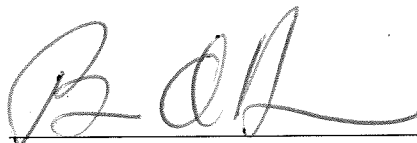
New Salary Range: \$15.00

Section 8. Except for those employees holding Library positions, non-represented employees who furloughed in 2010 shall receive the same number of leave hours taken in 2010 and those hours will be split equally to be used as paid leave in 2016 and 2017. In no case shall any employee receive more than 80 hours of paid leave. All employees shall take the leave provided in this section in full day increments to the extent possible, and leave hours shall not carry over to the following year. Employees must be in regular or benefit-eligible temporary status in order to receive this leave benefit. In the case that the employee did not take furlough days in 2010 because they had planned to retire, and then elected not to retire and subsequently “paid,” for those furlough days, they will be compensated with the same leave.

Section 9. Any act consistent with the authority and prior to the effective date of this ordinance is ratified and confirmed.

1 Section 10. This ordinance shall take effect and be in force 30 days after its approval by  
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the 11<sup>th</sup> day of January, 2016, and  
5 signed by me in open session in authentication of its passage this  
6 11<sup>th</sup> day of January, 2016.

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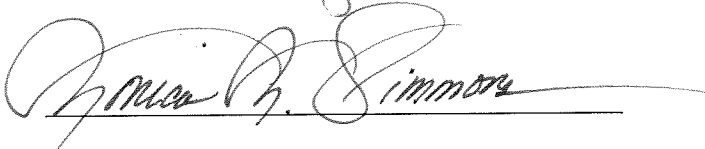
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9 President \_\_\_\_\_ of the City Council

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11 Approved by me this 14<sup>th</sup> day of January, 2016.

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14 Edward B. Murray, Mayor

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16 Filed by me this 14 day of January, 2016.

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18  
19 Monica Martinez Simmons, City Clerk

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21  
22 (Seal)