



Legislation Text

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File #: CB 118603, Version: 1

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**CITY OF SEATTLE**  
**ORDINANCE** \_\_\_\_\_  
COUNCIL BILL \_\_\_\_\_

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 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 2.75 percent.

Section 5. 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 - 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

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

Accountant, Principal

Accountant, Senior

Architect, Senior

Bailiff

Bailiff, Chief

Building Operating Engineer, Chief

Building Plans Examiner

Building Plans Examiner (Entry)

Building Plans Examiner, Senior

Capital Projects Coordinator, Chief

Capital Projects Coordinator Supervisor

Cashier, Senior

Control Technician

Economist

Economist, Principal

Electrical Quality Assurance Specialist

Elevator Inspector (Entry)  
Elevator Inspector (Journey)  
Elevator Inspector, Chief  
Elevator Inspector, Senior (Expert)  
Facility Technician Supervisor  
Finance Analyst  
Finance Analyst Supervisor  
Finance Analyst, Senior  
Fire Protection Engineer  
Fire Protection Engineer, Senior  
Licenses and Standards Supervisor  
Pressure Systems Inspector (Journey)  
Pressure Systems Inspector, Chief  
Power Supply Engineer  
Water Quality Engineer  
Water Quality Engineer, Senior

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

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

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

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.

Section 10. 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 the City Council the \_\_\_\_ day of \_\_\_\_\_, 2016, and signed by me in open session in authentication of its passage this \_\_\_\_ day of \_\_\_\_\_, 2016.

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

Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_  
Edward B. Murray, Mayor

Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_  
Monica Martinez Simmons, City Clerk

(Seal)