



MEMO TO: Members of the City Council

FROM: Mayor John Marchione

DATE: December 4, 2018

SUBJECT: Approval of 2019 Salary Ordinances for Non-Union and Executive Employees and for Employees Covered by the Following Bargaining Units: RCHEA and Teamsters

I. RECOMMENDED ACTION

Approve the attached salary ordinances (Attachments A through D) and direct the City to proceed with (1) implementing an across-the-board salary adjustment of 3.6 percent for all Non-represented employees, for employees covered by the RCHEA and Teamsters bargaining units, and for Executive employees; and (2) adjusting the 2019 salary ranges for Non-Union employees in Pay Plans “N”, for employees covered by the RCHEA (Pay Plan “R”) and Teamsters (Pay Plan “T”) bargaining unit by 3.6 percent; and (3) adjusting the 2019 salary ranges for Executive employees (Pay Plan “E”) by approximately 4-13 percent, per a competitive market analysis.

II. DEPARTMENT CONTACTS

Mellody Matthes, Human Resources Director	425-556-2122
Mary Grady, Senior Human Resources Analyst	425-556-2222

III. DESCRIPTION/BACKGROUND

The terms of the RCHEA Collective Bargaining Agreement from October 1, 2016-September 30, 2019, indicate that for January 1, 2019, employees shall receive a cost of living adjustment equal to the percentage rate of the June 2017 to June 2018 CPI-W for the Seattle area. This percentage rate is 3.6 percent. The salaries of the non-represented employees and the pay plans have typically been provided with the same adjustment as that provided by RHCEA.

To implement the adjustment, the employees covered by the RCHEA Collective Bargaining Agreement, the Teamsters Collective Bargaining Agreement (in process), and the non-represented employees shall receive a cost of living adjustment of 3.6 percent, and the salary ranges in the RCHEA, Teamsters, and non-represented pay plans (Pay Plans “R”, “T”, and “N”) will be adjusted by 3.6 percent. The Executive employees shall also be eligible for a salary adjustment of 3.6 percent, and the salary ranges in Pay Plan “E” will be adjusted by approximately 4-13 percent per a competitive market analysis. Pay Plan “E” will be changed to include four salary grades instead of two.

Changes to the Classifications Include:

RCHEA:

Job classifications eliminated: Preschool Teacher

Job classifications added: Technology Project Manager; Security and Compliance Analyst; Infrastructure Systems Engineer; Environmental Sustainability Program Manager.

Non-Represented:

Jobs retitled: Customer Service Manager changed to Customer Experience Manager; Parks and Facilities Maintenance and Operations Manager changed to Parks Maintenance and Operations Manager.

Job classification eliminated: Police Lieutenant

Job classifications added: Safety Program Manager; Facilities Manager; Security Compliance Manager; Project Management Officer Manager; Deputy Director Planning and Community Development; Assistant Director Public Works/City Engineer; Communications and Marketing Supervisor.

IV. PREVIOUS DISCUSSIONS HELD

None

V. IMPACT

A. Service/Delivery:

None

B. Fiscal Note:

Funds sufficient to implement these salary increases, including the cost of salary-related retirement benefits, have been included in the 2019 City Budget. The approximate cost of the proposed 3.6 percent increase for each group will be as follows:

Non-Union	\$406,214
RCHEA	\$712,982
Teamsters	\$17,589
Executive	\$ 66,311
Total Impact:	\$1,203,097

VI. ALTERNATIVES TO STAFF RECOMMENDATION

The Council could choose to not implement this adjustment; however, the adjustment is a negotiated agreement with the RCHEA bargaining unit and is outlined in their collective bargaining agreement. Therefore, not implementing the adjustment would cause the City to be in breach of its labor contract. The Council could also decide to delay implementation of the adjustments.

VII. TIME CONSTRAINTS

The adjustment is effective January 1, 2019. Approving this adjustment allows the City to process and implement the pay changes in a timely manner. A decision to delay adopting the proposed ordinance for the Non-Union and the Executive pay plans will impact the annual pay for all Non-Union and Executive employees.

VIII. LIST OF ATTACHMENTS

Attachment A: Proposed Non-Union and Executive Salary Ordinance

Exhibit 1: 2019 Non-Union Salary Structure (Pay Plan "N")

Exhibit 2: 2019 Executive Salary Structure (Pay Plan "E")

Attachment B: Proposed RCHEA Salary Ordinance

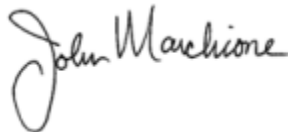
Exhibit 1: 2019 RCHEA Salary Structure (Pay Plan "R")

Attachment C: Proposed Teamsters Salary Ordinance

Exhibit 1: 2019 Teamsters Salary Structure (Pay Plan "T")



Mellody Matthes, Director of Human Resources



Approved for Agenda _____
John Marchione, Mayor