



**MEMO TO:** Members of the City Council

**FROM:** Mayor John Marchione

**DATE:** December 3, 2019

**SUBJECT: Approval of 2020 Salary Ordinances for Employees Covered by the Following Bargaining Units: AFSCME, Fire Support, Police Support, RCHEA, and the Non-Represented Employees and General Supplemental Employees**

**I. RECOMMENDED ACTION**

Approve the attached salary ordinances (Attachments A-F) and direct the City to proceed with: (1) implementing an across-the-board salary adjustment of 1.7 percent for employees covered by the AFSCME bargaining unit; (2) adjusting the 2019 salary ranges for Pay Plans “A” and “A-S” (AFSCME and AFSCME supplemental bargaining unit) by 1.7 percent; (3) implementing an across-the-board salary adjustment of 2 percent for all employees covered by the Fire Support, Police Support, and RCHEA bargaining units, and for all Non-Represented employees and General Supplemental employees; (4) adjusting the 2019 salary ranges for Pay Plans “FS” (Fire Support), “PS” and “S-PS” (Police Support and Supplemental Police Support), “R” and “R-S” (RCHEA and Supplemental RCHEA) and for Pay Plans “N” and “N-S” (Non-Represented and Non-Represented Supplemental) and Pay Plan “G-S” (General Supplemental) by 2 percent, or to the Washington State minimum wage for 2020. The adjustments to the “R” and “N” Pay Plans also includes a housekeeping adjustment from nominal calculation rounding errors on the 2019 “R” and “N” Pay Plans.

**II. DEPARTMENT CONTACTS**

Cathryn Laird, Human Resources Director:

425-556-2125

**III. DESCRIPTION/BACKGROUND**

In 2018 and 2019, the Police, Police Support, Fire Support, AFSCME and RCHEA bargaining units settled labor contracts accepting wage and salary adjustments for 2020. Each of these contracts were reviewed and adopted by the Council. The contracts include agreements regarding annual salary and salary range adjustments. The AFSCME bargaining unit agreed to use the June 2019 CPI-W for the Seattle area of 1.7 percent as their wage and salary range adjustment. The Police Support, Fire Support and RCHEA bargaining units agreed to a minimum 2 percent wage and salary range adjustment. The Police bargaining unit agreed to a 4 percent wage and salary range adjustment, which was adopted by Ordinance 2932 on October 16, 2018.

For the Non-Represented and General Supplemental jobs and employees, a 2 percent wage and salary range adjustment will be applied, or the Washington State minimum wage for 2020 will be applied.

Additionally, some changes were made to Classifications on the “N” Pay Plan as follows:

- Positions retitled: Human Resources Program Manager changed to Human Resources Manager; Parks Operations Supervisor changed to Parks Maintenance and Operations Supervisor
- Classifications added: Financial Services Supervisor
- Classifications eliminated: Compensation Analyst, Economic Development Manager, EPSCA 800 Megahertz Console Technician, EPSCA Executive Director, Finance Officer, Human Resources Program and Policy Advisor, Strategic Funds Advisor, Parks Maintenance Supervisor

Finally, please note that the Mayor’s salary will increase from \$137,000 to \$145,000 on January 1, 2020 per Ordinance 2967 adopted on May 7, 2019.

**IV. PREVIOUS DISCUSSIONS HELD**

FAC on November 26, 2019

**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 2020 City Budget. The approximate cost of the proposed percent increases for each group will be as follows:

AFSCME	\$123,263
Non-Union	\$225,377
RCHEA	\$467,253
Fire Support	\$ 13,121
Police Support	\$ 50,866
Police	\$329,309
Gen Supplemental	\$ 36,467
Executive	\$ 9,689 (Mayor’s salary only)
Total Impact:	\$1,255,348

## **VI. ALTERNATIVES TO STAFF RECOMMENDATION**

The Council could choose to not implement this adjustment; however, most of the adjustments are a result of negotiated agreements with the respective bargaining units and is outlined in their collective bargaining agreements. Therefore, not implementing the adjustment would cause the City to be in breach of labor contracts. The Council could also decide to delay implementation of the adjustments.

## **VII. TIME CONSTRAINTS**

The adjustment is effective January 1, 2020. Approving this adjustment allows the City to process and implement the pay changes in a timely manner. A decision to delay adopting the proposed ordinances will impact the annual pay adjustments for employees

## **VIII. LIST OF ATTACHMENTS**

Attachment A: Proposed Salary Ordinance for AFSCME and AFSCME Supplemental Pay Plans

Exhibit 1: 2020 AFSCME Salary Structure (Pay Plan "A")

Exhibit 2: 2020 AFSCME Supplemental Salary Structure (Pay Plan "AF-S")

Attachment B: Proposed Salary Ordinance for Fire Support

Exhibit 1: 2020 Fire Support Salary Structure (Pay Plan "FS")

Attachment C: Proposed Salary Ordinance for Police Support and Police Support Supplemental Pay Plans

Exhibit 1: 2020 Police Support Salary Structure (Pay Plan "PS")

Exhibit 2: 2020 Police Support Supplemental Salary Structure (Pay Plan S-PS")

Attachment D: Proposed Salary Ordinance for RCHEA and RCHEA Supplemental Pay Plans

Exhibit 1: 2020 RCHEA Salary Structure (Pay Plan "R")

Exhibit 2: 2020 RCHEA Supplemental Salary Structure (Pay Plan "R-S")

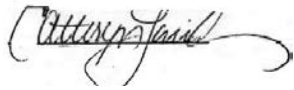
Attachment E: Proposed Salary Ordinance for Non-Represented Employees Pay Plan

Exhibit 1: 2020 Non-Represented Salary Structure (Pay Plan "N")

Exhibit 2: 2020 Non-Represented Supplemental Salary Structure (Pay Plan "N-S")

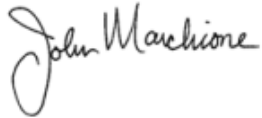
Attachment F: Proposed Salary Ordinance for General Supplemental Pay Plan

Exhibit 1: 2020 General Supplemental Salary Structure (Pay Plan "G-S")



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**Cathryn Laird, Human Resources Director**



Approved for Agenda \_\_\_\_\_  
**John Marchione, Mayor**