

Ordinance No. 119776

Council Bill No. 113008

The City of Seattle Council Bill/Ordinance

AN ORDINANCE related to the Personnel Ordinance, to be known as the Information Technology Professional Position Ordinance, allocating positions to the Information Technology Professional Compensation program, retitling certain positions, providing for salary adjustments, amending certain pay zones, and providing a process to challenge legislated changes affecting civil service positions; amending SMC 4.20.300 by creating new titles and pay rates for out-of-class assignments and providing guidelines for temporary employees working in Information Technology Professional positions.

11/17/99 PS/HT
11-22-99 F

CF No. _____

Date Introduced: <u>NOV 13 1999</u>		
Date 1st Referred: <u>NOV 15 1999</u>	To: (committee)	Public Safety, Health and Technology Committee
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: <u>11-22-99</u>	Full Council Vote: 7-2 <u>7-2</u>	
Date Presented to Mayor: <u>11-23-99</u>	Date Approved: <u>11/23/99</u>	
Date Returned to City Clerk: <u>11/24/99</u>	Date Published: <u>15/99</u>	T.O. <input checked="" type="checkbox"/> E.T. <input checked="" type="checkbox"/>
Date Vetoes by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

This file is complete and ready

Law Department

Law Dept. Review

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: PODLODOWSKI
Councilmember

Committee Action:

11/17/99 PSHT Do PASS 2-0 MP, TP
11-22-99 Full Council Passed ~~9-3~~
7-2 (No: 06, PS)

This file is complete and ready for presentation to Full Council. Committee: _____
(initials)

Law Department

Law Dept. Review OMP Review City Clerk Review ^R Electronic Copy Loaded Indexed

ORDINANCE 119776

1
2 AN ORDINANCE related to the Personnel Ordinance, to be known as the
3 Information Technology Professional Position Ordinance, allocating positions
4 to the Information Technology Professional Compensation program, retitling
5 certain positions, providing for salary adjustments, amending certain pay
6 zones, and providing a process to challenge legislated changes affecting
7 civil service positions; amending SMC 4.20.300 by creating new titles and
8 pay rates for out-of-class assignments and providing guidelines for
9 temporary employees working in Information Technology Professional
10 positions.

11 WHEREAS, Ordinance 119411 added a new section 4.20.430 to the SMC,
12 adopting an Information Technology Professional Compensation Program;
13 and

14 WHEREAS, review of certain positions resulted in the need to retitle and/or allocate
15 certain positions to the Information Technology Professional Compensation
16 Program; and

17 WHEREAS, certain salary range adjustments were deemed necessary to remain
18 competitive with the market;

19 **NOW THEREFORE,**

20 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

21 **Section 1. Designating and allocating positions to the Information Technology**
22 **Compensation Program.**

23 As recommended by the Personnel Director, the following positions are hereby
24 allocated or designated to the Information Technology Compensation Program
effective January 5, 2000. The positions listed below are allocated or designated to
the Information Technology Compensation Program and shall hereafter be known
as IT Professional A, B or C.



	Department	Position Title	Position #	Report #	New Title
1					
2	City Light	Sr Sysys Anlyst	00018467	99-3068	IT Professional A, Ex
3	City Light	Sr Sysys Anlyst	00020439	99-3067	IT Professional A, Ex
4	City Light	Prin Sysys Anlyst	00021144	99-3028	IT Professional A, Ex
5	City Light	Sr Sysys Anlyst	00022475	99-3035	IT Professional A, Ex
6	City Light	Prin Sysys Anlyst	00025251	99-3034	IT Professional A, Ex
7	City Light	Sr Sysys Anlyst	00026147	99-3080	IT Professional A, Ex
8	City Light	Sr Sysys Anlyst	00011280	99-3045	IT Professional B
9	City Light	Sr Sysys Anlyst	00012241	99-3069	IT Professional B
10	City Light	Sr Sysys Anlyst	00012392	99-3058	IT Professional B
11	City Light	Sr Sysys Anlyst	00012763	99-3036	IT Professional B
12	City Light	Prin Sysys Anlyst	00013640	99-3076	IT Professional B
13	City Light	Sr Sysys Anlyst	00013755	99-3031	IT Professional B
14	City Light	Sr Sysys Anlyst	00013957	99-3038	IT Professional B
15	City Light	Prin Sysys Anlyst	00016475	99-3064	IT Professional B
16	City Light	Sr Sysys Anlyst	00019075	99-3050	IT Professional B
17	City Light	Prin Sysys Anlyst	00020803	99-3078	IT Professional B
18	City Light	Sr Mgmt Sysys Anlyst	00021148	99-3060	IT Professional B
19	City Light	Sr Sysys Anlyst	00021197	99-3074	IT Professional B
20	City Light	Prin Sysys Anlyst	00022476	99-3061	IT Professional B
21	City Light	Sr Sysys Anlyst	00023088	99-3017	IT Professional B
22	City Light	Prin Sysys Anlyst	00024193	99-3055	IT Professional B
23	City Light	Sr Sysys Anlyst	00024578	99-3063	IT Professional B
24	City Light	Sr Sysys Anlyst	00025134	99-3043	IT Professional B
25	City Light	Sr Sysys Anlyst	00025135	99-3029	IT Professional B
26	City Light	Sr Sysys Anlyst	00025137	99-3030	IT Professional B
27	City Light	Sr Sysys Anlyst	00025143	99-3167	IT Professional B
28	City Light	Prin Sysys Anlyst	00025250	99-3039	IT Professional B
29	City Light	Prin Sysys Anlyst	00025252	99-3066	IT Professional B
30	City Light	Sr Sysys Anlyst	00025253	99-3033	IT Professional B
31	City Light	Sr Sysys Anlyst	00025254	99-3032	IT Professional B
32	City Light	Sr Sysys Anlyst	00025255	99-3040	IT Professional B
33	City Light	Sr Sysys Anlyst	00025256	99-3037	IT Professional B
34	City Light	Sr Sysys Anlyst	00025258	99-3041	IT Professional B
35	City Light	Prin Sysys Anlyst	00012243	99-3072	IT Professional C
36	City Light	Sr Sysys Anlyst	00012246	99-3070	IT Professional C
37	City Light	Sr Mgmt Sysys Anlyst	00013980	99-3147	IT Professional C
38	City Light	Sysys Anlyst	00014159	99-3073	IT Professional C
39	City Light	Sr Sysys Anlyst	00016564	99-3137	IT Professional C
40	City Light	Sr Sysys Anlyst	00016571	99-3056	IT Professional C
41	City Light	Sr Sysys Anlyst	00016842	99-3079	IT Professional C
42	City Light	Sr Sysys Anlyst	00017198	99-3065	IT Professional C
43	City Light	Sr Sysys Anlyst	00017199	99-3042	IT Professional C
44	City Light	Sr Sysys Anlyst	00017255	99-3077	IT Professional C



	Department	Position Title	Position #	Report #	New Title
1	City Light	Sr Mgmt Sysys Anlyst	00017581	99-3046	IT Professional C
	City Light	Sr Sysys Anlyst	00019122	99-2885	IT Professional C
2	City Light	Sr Sysys Anlyst	00022483	99-3049	IT Professional C
	City Light	Sr Sysys Anlyst	00022730	99-3057	IT Professional C
3	City Light	Prin Sysys Anlyst	00023087	99-3059	IT Professional C
	City Light	Sr Sysys Anlyst	00025136	99-3032	IT Professional C
4	City Light	Sr Sysys Anlyst	00025138	99-3054	IT Professional C
	City Light	Sr Sysys Anlyst	00025140	99-3047	IT Professional C
5	City Light	Sr Sysys Anlyst	00025257	99-3053	IT Professional C
	City Light	Sr Sysys Anlyst	00025259	99-3052	IT Professional C
6					
7	Design, Construction, and Land Use				
8	(DCLU)	Prin Sysys Anlyst	00018515	99-2869	IT Professional A, Ex
	DCLU	Sr Sysys Anlyst	00021522	99-2878	IT Professional B
9	DCLU	Manager III	00021849	99-2914	IT Professional C
	DCLU	Sr Sysys Anlyst	00024527	99-2913	IT Professional C
10	DCLU	Sr Sysys Anlyst	00026256	99-2915	IT Professional C
	DCLU	Sr Sysys Anlyst	00026257	99-2916	IT Professional C
11					
12	Dept. of Information Technology				
13	(DOIT)	Sr Mgmt Sysys Anlyst	00011281	99-2956	IT Professional A, Ex
	DOIT	Prin Sysys Anlyst	00015688	99-2952	IT Professional A, Ex
14	DOIT	Prin Sysys Anlyst	00016644	99-2947	IT Professional A, Ex
	DOIT	Prin Sysys Anlyst	00016766	99-2951	IT Professional A, Ex
15	DOIT	Data Control Tech	00016934	99-3019	IT Professional A, Ex
	DOIT	Sr Sysys Anlyst	00018178	99-2933	IT Professional A, Ex
16	DOIT	Prin Sysys Anlyst	00020335	99-2950	IT Professional A, Ex
	DOIT	Prin Sysys Anlyst	00020823	99-2948	IT Professional A, Ex
17	DOIT	Sr Sysys Anlyst	00021198	99-2939	IT Professional A, Ex
	DOIT	Sr Sysys Anlyst	00024092	99-2922	IT Professional A, Ex
18	DOIT	Prin Sysys Anlyst	00025329	99-2935	IT Professional A, Ex
	DOIT	Sr Sysys Anlyst	00025330	99-2943	IT Professional A, Ex
19	DOIT	Sr Sysys Anlyst	00025917	99-2930	IT Professional A, Ex
	DOIT	Sr Sysys Anlyst	00025682	99-2934	IT Professional A, Ex
20	DOIT	Comms Tech.	00011291	99-3124	IT Professional B
	DOIT	Sr Comms Tech.	00015463	99-3123	IT Professional B
21	DOIT	Comms Supv.	00015618	99-3122	IT Professional B
	DOIT	Sr Sysys Anlyst	00015699	99-2946	IT Professional B
22	DOIT	Sr Sysys Anlyst	00015993	99-2923	IT Professional B
	DOIT	Sr Sysys Anlyst	00016682	99-2945	IT Professional B



	Department	Position Title	Position #	Report #	New Title
1	DOIT	Prin Sysys Anlyst	00017298	99-2974	IT Professional B
	DOIT	Sr Mgmt Sysys Anlyst	00017376	99-3018	IT Professional B
2	DOIT	Telecom Sysys Anlyst	00020377	99-2984	IT Professional B
	DOIT	Telecom Sysys Anlyst	00020621	99-2982	IT Professional B
3	DOIT	Sr Sysys Anlyst	00021382	99-2938	IT Professional B
	DOIT	Prin Sysys Anlyst	00022935	99-3138	IT Professional B
4	DOIT	Sr Sysys Anlyst	00023056	99-2929	IT Professional B
	DOIT	Telecom Sysys Anlyst	00023492	99-2931	IT Professional B
5	DOIT	Telecom Sysys Anlyst	00023493	99-2981	IT Professional B
	DOIT	Data Net Comm Tech	00023818	99-2915	IT Professional B
6	DOIT	Telecom Sysys Anlyst	00023824	99-2983	IT Professional B
	DOIT	Sr Comms Tech.	00024090	99-3127	IT Professional B
7	DOIT	Telecom Sysys Anlyst	00024097	99-2985	IT Professional B
	DOIT	Sr Sysys Anlyst	00025332	99-2937	IT Professional B
8	DOIT	Telecom Sysys Anlyst	00025907	99-2980	IT Professional B
	DOIT	Telecom Syst Installer	00025908	99-2928	IT Professional B
9	DOIT	Telecom Syst Installer	00025909	99-2928	IT Professional B
	DOIT	Telecom Syst Installer	00025910	99-2928	IT Professional B
10	DOIT	Telecom Syst Installer	00025911	99-2928	IT Professional B
	DOIT	Data Net Comm Tech	00010987	99-2927	IT Professional C
11	DOIT	Sysys Anlyst	00011220	99-2942	IT Professional C
	DOIT	Comms Tech.	00011293	99-3125	IT Professional C
12	DOIT	Comms Tech.	00011298	99-3126	IT Professional C
	DOIT	Sr Sysys Anlyst	00015680	99-2936	IT Professional C
13	DOIT	Sr Sysys Anlyst	00015683	99-2944	IT Professional C
	DOIT	Sr Sysys Anlyst	00016498	99-2941	IT Professional C
14	DOIT	Sr Sysys Anlyst	00016767	99-2940	IT Professional C
	DOIT	Data Net Comm Tech	00019352	99-3152	IT Professional C
15	DOIT	Sysys Anlyst	00020334	99-3153	IT Professional C
	DOIT	Sr Sysys Anlyst	00021194	99-3186	IT Professional C
16	DOIT	Data Net Comm Tech	00023820	99-2926	IT Professional C
	DOIT	Data Net Comm Tech	00024487	99-2924	IT Professional C
17	DOIT	Sr Mgmt Sysys Anlyst	00025063	99-3186	IT Professional C
	DOIT	Sr Sysys Anlyst	00025915	99-3186	IT Professional C
18	Department of				
19	Neighborhoods	Sr Sysys Anlyst	00023479	99-2953	IT Professional C
20	Ethics and				
	Elections				
21	Commission	Sr Mgmt Sysys Anlyst	00024073	99-2882	IT Professional C, Ex
22	Executive				



	Department	Position Title	Position #	Report #	New Title
1	Services				
	(ESD)	Sr Sysys Anlyst	00011043	99-2955	IT Professional A, Ex
2	ESD	Sr Sysys Anlyst	00021203	99-3108	IT Professional A, Ex
	ESD	Prin Sysys Anlyst	00024966	99-3149	IT Professional A, Ex
3	ESD	Prin Sysys Anlyst	00010435	99-2949	IT Professional B
	ESD	Sr Sysys Anlyst	00015677	99-2958	IT Professional B
4	ESD	Sr Sysys Anlyst	00015704	99-2957	IT Professional B
	ESD	Sr Sysys Anlyst	00016643	99-2967	IT Professional B
5	ESD	Data Administrator	00018202	99-3098	IT Professional B
	ESD	Sr Sysys Anlyst	00019353	99-2959	IT Professional B
6	ESD	Sr Sysys Anlyst	00022936	99-3099	IT Professional B
	ESD	Sr Mgmt Sysys Anlyst	00025016	99-2977	IT Professional B
7	ESD	Sr Sysys Anlyst	00025773	99-3116	IT Professional B
	ESD	Sr Sysys Anlyst	00010985	99-2963	IT Professional C
8	ESD	Sr Sysys Anlyst	00011221	99-2964	IT Professional C
	ESD	Sr Mgmt Sysys Anlyst	00015245	99-2975	IT Professional C
9	ESD	Sr Sysys Anlyst	00015678	99-2962	IT Professional C
	ESD	Sr Mgmt Sysys Anlyst	00018201	99-2966	IT Professional C
10	ESD	Sr Mgmt Sysys Anlyst	00018552	99-2976	IT Professional C
	ESD	Sr Sysys Anlyst	00020336	99-3109	IT Professional C
11	ESD	Prin Sysys Anlyst	00021193	99-3140	IT Professional C
	ESD	Sr Sysys Anlyst	00021201	99-2965	IT Professional C
12	ESD	Sr Sysys Anlyst	00021681	99-2992	IT Professional C
	ESD	Sr Sysys Anlyst	00024660	99-2961	IT Professional C
13	ESD	Sr Sysys Anlyst	00024955	99-3113	IT Professional C
	ESD	Sr Sysys Anlyst	00024956	99-3112	IT Professional C
14	ESD	Sr Mgmt Sysys Anlyst	00024967	99-3111	IT Professional C
	ESD	Sr Mgmt Sysys Anlyst	00025789	99-3114	IT Professional C
15	ESD	Sr Sysys Anlyst	00025916	99-2960	IT Professional C
16	Executive – Office of Housing	Mgmt Sysys Anlyst	00015994	99-2989	IT Professional C
17					
18	Executive – Strategic Planning Office	Sr Sysys Anlyst	00024254	99-3020	IT Professional C
19					
20	Fire	Prin Sysys Anlyst	00017021	99-3014	IT Professional A, Ex
	Fire	Sr Sysys Anlyst	00026075	99-3015	IT Professional B
21	Fire	Sr Sysys Anlyst	00023506	99-3016	IT Professional C
22	Human				
23					
24					

	Department	Position Title	Position #	Report #	New Title
1	Services Dept. (HSD)	Mgmt Sysys Anlyst	00023700	99-3158	IT Professional B
2	HSD	Mgmt Sysys Anlyst	00016085	99-3155	IT Professional C
	HSD	Mgmt Sysys Anlyst	00020539	99-3156	IT Professional C
3	HSD	Mgmt Sysys Anlyst	00022086	99-3160	IT Professional C
	HSD	Sysys Anlyst	00025527	99-3159	IT Professional C
4	HSD	Mgmt Sysys Anlyst, Entry	00025955	99-3164	IT Professional C
	HSD	Mgmt Sysys Anlyst	00025973	99-3163	IT Professional C
5	HSD	Mgmt Sysys Anlyst	00025974	99-3160	IT Professional C
6	HSD	Sysys Anlyst	00025975	99-3160	IT Professional C
	HSD	Sr Mgmt Sysys Anlyst	00025976	99-3161	IT Professional C
7	HSD	Sr Mgmt Sysys Anlyst	00026594	99-3162	IT Professional C
	HSD	Mgmt Sysys Anlyst	00026595	99-3162	IT Professional C
8	Law	Prin Sysys Anlyst	00023312	99-3150	IT Professional B, Ex
9	Municipal Court				
10	(Muni Ct)	Manager 3, Info Tech	00023951	99-3007	IT Professional A, Ex
11	Muni Ct	Sr Mgmt Sysys Anlyst	00023643	99-3021	IT Professional B
	Muni Ct	Sr Sysys Anlyst	00023950	99-3011	IT Professional B
12	Muni Ct	Prin Sysys Anlyst	00025144	99-3008	IT Professional B
	Muni Ct	Sr Sysys Anlyst	00025990	99-3146	IT Professional B
13	Muni Ct	Sr Mgmt Sysys Anlyst	00025991	99-3012	IT Professional B
	Muni Ct	Mgmt Sysys Anlyst	00011413	99-3010	IT Professional C
14	Muni Ct	Sysys Anlyst	00025145	99-3009	IT Professional C
15	Parks & Recreation				
16	(Parks)	Mgmt Sysys Anlyst Supv	00017126	99-2871	IT Professional A, Ex
	Parks	Mgmt Sysys Anlyst	00018670	99-2870	IT Professional B
17	Parks	Mgmt Sysys Anlyst	00024947	99-3106	IT Professional B
	Parks	Mgmt Sysys Anlyst	00025047	99-3173	IT Professional B
18	Parks	Mgmt Sysys Anlyst	00020318	99-3105	IT Professional C
	Parks	Mgmt Sysys Anlyst	00025046	99-3107	IT Professional C
19	Parks	Sysys Anlyst	00026193	99-2889	IT Professional C
20	Police	Sr Sysys Anlyst	00026035	99-3104	IT Professional A, Ex
	Police	Sr Sysys Anlyst	00016450	99-3121	IT Professional B
21	Police	Sr Sysys Anlyst	00016609	99-3100	IT Professional B
	Police	Sr Sysys Anlyst	00023000	99-3120	IT Professional B
22	Police	Sysys Anlyst	00024969	99-3118	IT Professional B
	Police	Sysys Anlyst	00025085	99-3119	IT Professional B



	Department	Position Title	Position #	Report #	New Title
1	Police	Sr Sysys Anlyst	00025570	99-3103	IT Professional B
2	Seattle Center (SC)	Prin Sysys Anlyst	00020670	99-2986	IT Professional B
3	SC	Sr Sysys Anlyst	00023832	99-2932	IT Professional C
4	SC	Sr Sysys Anlyst	00026247	99-2987	IT Professional C
5	Seattle Public Utilities (SPU)	Prin Sysys Anlyst	00007919	99-3005	IT Professional A, Ex
6	SPU	Prin Sysys Anlyst	00018315	99-2897	IT Professional A, Ex
7	SPU	Sr Sysys Anlyst	00019852	99-2901	IT Professional A, Ex
8	SPU	Sr Mgmt Sysys Anlyst	00022218	99-2874	IT Professional A, Ex
9	SPU	Sr Sysys Anlyst	00022533	99-2907	IT Professional A, Ex
10	SPU	Sr Sysys Anlyst	00022959	99-2867	IT Professional A, Ex
11	SPU	Sr Mgmt Sysys Anlyst	00024200	99-2894	IT Professional A, Ex
12	SPU	Sr Sysys Anlyst	00024675	99-2876	IT Professional A, Ex
13	SPU	Sr Sysys Anlyst	00026347	99-3095	IT Professional A, Ex
14	SPU	Sr Sysys Anlyst	00007635	99-2896	IT Professional B
15	SPU	Sr Sysys Anlyst	00011699	99-2900	IT Professional B
16	SPU	Manager 2, Info Tech	00011776	99-2887	IT Professional B
17	SPU	Prin Sysys Anlyst	00016652	99-3000	IT Professional B
18	SPU	Prin Sysys Anlyst	00022170	99-2888	IT Professional B
19	SPU	Sr Mgmt Sysys Anlyst	00022219	99-2895	IT Professional B
20	SPU	Sr Sysys Anlyst	00022957	99-2905	IT Professional B
21	SPU	Sr Sysys Anlyst	00022967	99-2906	IT Professional B
22	SPU	Sr Sysys Anlyst	00023626	99-2866	IT Professional B
23	SPU	Sr Mgmt Sysys Anlyst	00023859	99-2875	IT Professional B
24	SPU	Sr Sysys Anlyst	00024267	99-2909	IT Professional B
25	SPU	Sr Sysys Anlyst	00024672	99-2908	IT Professional B
26	SPU	Sr Sysys Anlyst	00024673	99-2903	IT Professional B
27	SPU	Sr Sysys Anlyst	00026344	99-2911	IT Professional B
28	SPU	Sr Sysys Anlyst	00007651	99-2921	IT Professional C
29	SPU	Sr Sysys Anlyst	00007652	99-2898	IT Professional C
30	SPU	Sr Sysys Anlyst	00008606	99-2877	IT Professional C
31	SPU	Sysys Anlyst	00012142	99-3180	IT Professional C
32	SPU	Sr Comms Tech	00012143	99-3181	IT Professional C
33	SPU	Mgmt Sysys Anlyst	00015984	99-2868	IT Professional C
34	SPU	Sr Sysys Anlyst	00015992	99-2998	IT Professional C
35	SPU	Comms Tech	00016621	99-3180	IT Professional C
36	SPU	Sr Sysys Anlyst	00017849	99-2904	IT Professional C
37	SPU	Sr Sysys Anlyst	00018179	99-2997	IT Professional C
38	SPU	Programmer Anlyst	00018241	99-2873	IT Professional C
39	SPU	Sr Sysys Anlyst	00020784	99-2999	IT Professional C
40	SPU	CE Spec Supv	00022217	99-2996	IT Professional C



	Department	Position Title	Position #	Report #	New Title
1	SPU	Engr Economist	00022530	99-2993	IT Professional C
	SPU	Sr Sysys Anlyst	00022804	99-2902	IT Professional C
2	SPU	Sr Sysys Anlyst	00023091	99-2872	IT Professional C
	SPU	Comms Tech	00023096	99-3180	IT Professional C
3	SPU	Sr Sysys Anlyst	00024239	99-3002	IT Professional C
	SPU	Sr Sysys Anlyst	00024240	99-2994	IT Professional C
4	SPU	Comms Tech	00024997	99-3180	IT Professional C
	SPU	Comms Tech	00026348	99-3096	IT Professional C
5	SPU	Sr Comms Tech	00026349	99-3097	IT Professional C
6	Seattle Transportation				
7	(SeaTran)	Sr Sysys Anlyst	00008758	99-2881	IT Professional A, Ex
	SeaTran	Sr Sysys Anlyst	00026420	99-2917	IT Professional A, Ex
8	SeaTran	Mgmt Sysys Anlyst	00015966	99-2879	IT Professional C
	SeaTran	Sr Sysys Anlyst	00018727	99-2883	IT Professional C
9	SeaTran	Sysys Anlyst	00024668	99-2880	IT Professional C
	SeaTran	Sysys Anlyst	00025707	99-3166	IT Professional C
10	SeaTran	Sr Sysys Anlyst	00026416	99-2918	IT Professional C
	SeaTran	Prin Sysys Anlyst	00026419	99-3101	IT Professional C

Section 2. Designation of non-Information Technology Compensation Program positions. As recommended by the Personnel Director, the following positions which do not meet the Information Technology Compensation Program eligibility are retitled, reclassified, reallocated, or redesignated, as indicated in the respective reports, effective January 5, 2000. Consistent with personnel rules, the position incumbents allocated to titles having a lower pay range than their current title will receive applicable year 2000 cost-of-living adjustment on January 5, 2000, and thereafter will be incumbency-rated as provided by personnel rule.



Dept	Position Title	Position #	Report #	New Title
City Light	Elect Engr Spec Supv	00014105	99-3048	Sr Mgmt Sysys Anlyst
City Light	Civil Engr Spec Supv	00014125	99-3051	Sr Mgmt Sysys Anlyst
City Light	Prin Sysys Anlyst	00017204	99-3044	Mgmt Sysys Anlyst Supv
ESD	Sr Sysys Anlyst	00015682	99-2968	Sr Mgmt Sysys Anlyst
ESD	Prin Sysys Anlyst	00017235	99-2970	Mgmt Sysys Anlyst Supv
ESD	Prin Sysys Anlyst	00018176	99-2972	Strategic Advisor 2, IT
ESD	Sr Sysys Anlyst	00019350	99-3110	Sysys Anlyst
ESD	Prin Sysys Anlyst	00019496	99-2990	Strategic Advisor 2, IT
ESD	Sr Sysys Anlyst	00019505	99-2969	Sysys Anlyst
ESD	Sr Sysys Anlyst	00023119	99-2978	Sr Mgmt Sysys Anlyst
ESD	Sr Sysys Anlyst	00024958	99-3117	Sr Mgmt Sysys Anlyst
ESD	Prin Sysys Anlyst	00025506	99-2973	Mgmt Sysys Anlyst Supv
Law	Mgmt Sysys Anlyst	00022539	99-3151	System Anlyst
Muni Ct	Prin Sysys Anlyst	00025567	99-2971	Strategic Advisor 2, IT
SPU	Sr Sysys Anlyst	00016843	99-2910	Sr Mgmt Sysys Anlyst
SPU	Sr Sysys Anlyst	00021616	99-2891	Sr Mgmt Sysys Anlyst
SPU	Prin Sysys Anlyst	00022534	99-2893	Strategic Advisor 1, IT
SPU	Sr Sysys Anlyst	00024307	99-3001	Sr Mgmt Sysys Anlyst
SPU	Sr Sysys Anlyst	00024670	99-2899	Sr Mgmt Sysys Anlyst
SeaTran	P&D Spec II	00008604	99-2919	Sysys Anlyst
SeaTran	Asst Civil Engrng Spec III	00008787	99-3003	Sysys Anlyst
SeaTran	Sr Sysys Anlyst	00019229	99-3154	Sr Mgmt Sysys Anlyst

Section 3. Confirming timely implementation of allocations under appeal.

Consistent with personnel rules, civil service incumbents and the manager of positions listed in Sections 1 and 2 of this ordinance may file a request for classification reconsideration. If, prior to the effective date of this ordinance, the reconsideration meeting has not been convened, the reconsideration meeting shall proceed as provided by personnel rule, and the final implementation action shall be retroactive to January 5, 2000.



Section 4. Salary adjustment affecting Information Technology Professional C

positions. As recommended by the Personnel Director and based on recent market analysis, the salary for the title Information Technology Professional C and Information Technology Professional C, Exempt is amended, effective January 5, 2000, as set forth below. Incumbent's base pay setting will not reflect these initial adjustments in salary structure.

<u>Title</u>	<u>Old 2000 Pay Zone</u>	<u>New 2000 Pay Zone</u>
Information Technology Professional C	\$22.44-\$30.29	\$22.44-\$31.50
Information Technology Professional C, Exempt	\$22.44-\$30.29	\$22.44-\$31.50

Section 5. Amending SMC 4.20.430 by revising titles and salary. Seattle

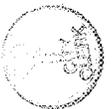
Municipal Code Section **4.20.430, Information Technology Compensation**

Program—Description, Section 1, is hereby amended as noted below. Consistent with program design, the Information Technology Professional A, Exempt title is established as a Civil Service exempt title only.

A. There is established an Information Technology Professional Compensation Program to which positions identified as "Information Technology Professional" will be assigned. The Personnel Director is authorized to implement the Information Technology Professional Compensation Program substantially in accord with the "Comprehensive Human Resources Strategy for Information Technology Positions," which is incorporated by this reference. Revisions to titles and compensation components must be approved by the City Council. The titles and pay zones established effective January 5, 2000 for the Information Technology Professional Compensation Program are:

<u>(Title</u>	<u>Pay Zone (Upon Implemenation)</u>
Information Technology Professional C, Exempt	\$21.88 \$29.53
Information Technology Professional B, Exempt	\$25.85 \$34.89
Information Technology Professional A, Exempt	\$29.82 \$40.27
Information Technology Professional C	\$21.88 \$29.53
Information Technology Professional B	\$25.85 \$34.89
Information Technology Professional A	\$29.82 \$40.27

~~Effective January 5, 2000 the pay zones will be increased by 2.565 percent to reflect a market adjustment as follows:))~~



Title Pay Zone (Effective
01/05/00)))

Information Technology Professional C, Exempt	\$22.44 - \$31.50
Information Technology Professional B, Exempt	\$26.51 - \$35.78
Information Technology Professional A, Exempt	\$30.58 - \$41.30
Information Technology Professional C	\$22.44 - \$31.50
Information Technology Professional B	\$26.51 - \$35.78
(Information Technology Professional A	\$30.58 - \$41.30)

Section 6. Amending SMC 4.20.430 by revising provisions for adjustments to pay zones. Seattle Municipal Code Section **4.20.430, Information Technology Compensation Program—Description, Section 1, is hereby amended as follows:**

B. The Personnel Director shall recommend to the City Council for approval, market adjustments to the pay zones ~~((based on a))~~ annually. The market adjustment will be based upon labor market analysis of selected benchmark positions to be conducted as needed, and/or at least every two years with the biennial budget. Program incumbents will receive the equivalent percentage adjustment to their base salary to retain a strong competitive position in the labor market.

Section 7. Amending Seattle Municipal Code (SMC) 4.20.300 sections A, C, and D. Ordinance 97330, codified as SMC 4.20.300, as last amended by Ordinance 119033, is further amended as follows to include provisions for the Information Technology Professional Compensation Program:

A. Definitions.

1. The phrase "delegated pay discretion" describes compensation programs in which the appointing authority, in accordance with guidelines and procedures established by the Personnel Director, is granted discretion to set pay within the salary range.

~~((4-))~~2. "Limited term assignment" means the temporary assignment of duties and responsibilities typically associated with one (1) position to the incumbent ("assignee") of another position when the assignee's position is



1 allocated to ~~((the Manager or Strategic Advisor))~~ a classification in a compensation
2 program with delegated pay discretion ~~((and compensation programs))~~.

3 ~~((2-))~~3. "Out-of-class assignment" means the temporary assignment of
4 duties and responsibilities associated with a higher-paid position to the incumbent
5 of a lower-paid position when the incumbent's position is not included in a
6 compensation program with delegated pay discretion ~~((the Manager, Strategic
7 Advisor, or APEX programs))~~.

8 ~~((3-))~~4. "Proper authority" shall be the appointing authority or his or her
9 designated management representative.

10 ~~((4-))~~5. "Threshold" means the amount of time an employee must
11 perform out-of-class or limited term assignment duties prior to being compensated
12 for the performance of those duties. The threshold shall consist of consecutive work
13 hours or work days. The threshold must be satisfied for each out-of-class or limited
14 term assignment.

15 C. An employee whose regular position is not included in ~~((the))~~ a
16 compensation program with delegated pay discretion ~~((APEX, Manager or Strategic
17 Advisor programs))~~ may be assigned to work out-of-class in a higher-paid position
18 that is not included in ~~((the))~~ a compensation program with delegated pay discretion
19 ~~((APEX, Manager or Strategic Advisor programs))~~; or may be assigned to work out-
20 of-class in a position that is allocated to a ~~((Manager or Strategic Advisor))~~
21 classification in a compensation program with delegated pay discretion. Unless
22 approved by the Classification and Compensation Director of the Personnel
23 Division of the Executive Services Department, an employee who is not a Manager
24 or Strategic Advisor may not be assigned to work out-of-class in an APEX position.

1. Payment for the out-of-class assignment shall be determined as in
promotion (Seattle Municipal Code Section 4.20.080 B).

2. The threshold for payment of an out-of-class rate of pay is four (4)
hours for hourly employees and ten (10) days for salaried employees.

3. Hours worked in an out-of-class assignment will be credited toward
salary step placement in the event the employee who was so assigned is promoted,
or his or her position reclassified, to the same class as the out-of-class assignment,

1 within twelve (12) months of the end of such out-of-class assignment; except that
2 hours worked in an out-of-class assignment to a (~~Manager or Strategic Advisor~~)
3 classification in a compensation program with delegated pay discretion shall not be
4 counted toward salary placement in the event of promotion or reclassification to a
5 (~~Manager or Strategic Advisor~~) classification in a compensation program with
6 delegated pay discretion.

7 4. For each consecutive twelve (12) month period that an employee is
8 assigned to perform the same out-of-class duties on a full-time, continuous basis he
9 or she will receive a step increment in the higher salary range; provided, that he or
10 she has not already received an increment because of increases to the primary pay
11 rate; provided further, that such increment does not exceed the top step of the
12 higher salary range.

13 D. An employee of a compensation program with delegated pay discretion
14 (~~Manager or Strategic Advisor~~) may be assigned by proper authority to perform
15 some or all of the duties associated with another classification or position on a
16 limited term assignment. The appointing authority may grant a temporary increase
17 to the employee's base salary to compensate him or her for the limited term
18 assignment, but may not exceed the maximum of the pay zone to which the
19 employee's regular position is allocated; provided, that such employee may be
20 given a limited term assignment to a position assigned to the Accountability Pay for
21 Executives (APEX) Program and paid at the minimum rate of the appropriate
22 market group if such minimum rate exceeds his or her normal rate of pay. The
23 threshold for compensation for a limited term assignment is ten (10) days.

24 **Section 8.** Information Technology Professional Program: rates of pay for out-of-
class assignments. Effective January 5, 2000, the following titles and rates of pay
for the out-of-class (OOC) assignment of employees not regularly assigned to
Information Technology Professional positions are established.

IT Pay Band A OOC, Exempt:

\$30.58 \$31.92 \$33.32 \$34.79 \$36.31 \$37.91 \$39.57 \$41.30

IT Pay Band B OOC:



\$26.51 \$27.67 \$28.88 \$30.14 \$31.46 \$32.84 \$34.28 \$35.78

IT Pay Band C OOC:

22.44 23.55 24.72 25.94 27.22 28.57 29.99 31.50

The pay rates associated with Information Technology out-of-class titles may be revised as a result of any market adjustment to the Information Technology Professional titles. Information Technology out-of-class titles are only for regular employee out-of-class use in Information Technology Professional work assignments and shall not be used for the assignment of intermittent employees to any Information Technology Professional title.

Section 9. Establishing guidelines for temporary employees in Information Technology Professional positions. Temporary Information Technology

Professional employees shall receive no more than the equivalent of the base of the range of the corresponding regular class for all hours worked. Temporary IT Professional employees must receive pay consistent with the work they are assigned to perform and in accordance with procedures established by the Personnel Director. Temporary employees will receive premium pay in lieu of paid leave or benefits in addition to their hourly rate of pay.

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

PASSED by the City Council the 22nd day of November, 1999, and signed by me in open session in authentication of its passage this 22nd day of November, 1999.


President of the City Council



Approved by me this 23rd day of November, 1999.

Paul Schell
Paul Schell, Mayor

Filed by me this 24 day of November, 1999.

Judith E. Pepper
City Clerk

(SEAL)



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City of Seattle

Paul Schell, Mayor

Executive Services Department

Dwight D. Dively, Director

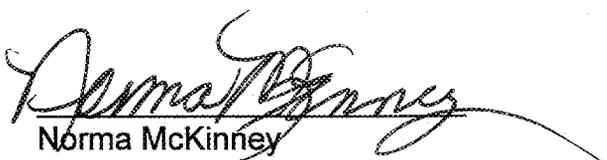
MEMORANDUM

DATE: November 1, 1999

TO: Honorable Sue Donaldson, President
Seattle City Council

FROM:


Dwight Dively, Director
Executive Services Department


Norma McKinney
Personnel Director

SUBJECT: Proposed Legislation--Information Technology Professional Position Ordinance

The attached ordinance, the Information Technology Professional Position Ordinance, will allocate positions to the Information Technology Professional Compensation Program and will retitle positions not meeting program eligibility criteria effective January 5, 2000. This legislation also confirms the timely implementation of allocations under appeal. Salary adjustments affecting structure and incumbents upon program implementation are made as well as amendments to program titles created in prior legislation. Provisions regarding market adjustments to pay zones as set forth in prior legislation are also amended. The Seattle Municipal Code (SMC) 4.20.300, which outlines specifications for out-of-class, temporary, and limited term assignments for compensation programs with delegated pay discretion, is further amended. Additionally, new titles and pay rates for out-of-class assignments are created and guidelines for temporary employees in Information Technology Professional positions are established.

One item of potential special interest is our proposal to include all positions, including those that are being reconsidered, in the initial implementation of the new program. This is different than the standard process, and the application of the personnel rule, for individual class reviews where a determination is not finalized prior to completion of the reconsiderations. This is an issue of concern to those who have asked for a second review and evaluation of their work. By modifying the rule, we can assure that all incumbents in the Information Technology Professional Program are moved



Honorable Sue Donaldson
November 1, 1999
Page Two

together from the old pay plan to the new program. This will enable the City Council to see the entire implementation plan and impact. When the reconsiderations are finalized in the spring of 2000, all determinations will be retroactive to January 5, 2000. The outcome for the employees involved in reconsiderations will be equitable to other employees whose jobs had been finalized earlier.

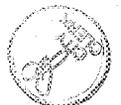
If you have questions or need additional information, please call Nancy Schaefer, Director, Classification and Compensation Section in the Personnel Division, at 6-9081. Thank you.

DD/NM:nsi

Attachment

cc: Councilmember Tina Podlowski, Chair
Public Safety, Health & Technology
Nancy Schaefer, ESD Personnel Division

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110199



Fiscal Note

Each piece of legislation that is financial in nature will be accompanied by a fiscal note. The fiscal note should be drafted by department staff and will identify operating, capital, revenue, and FTE impacts of the legislation.

Department: ESD, Personnel Division, Class/Comp Unit	Contact Person/Phone: Nancy Schaefer/386-9081 Carla Coward/684-7878	CBO Analyst/Phone: Elaine Marklund/684-8053
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Legislation Title: AN ORDINANCE allocating positions to the Information Technology Professional Compensation Program and setting the effective date therefor; retitling positions not meeting program eligibility criteria; confirming timely implementation of allocations under appeal; adjusting salary affecting structure and incumbents upon program implementation; amending program titles created in prior legislation; amending provisions for adjustments to pay zones; further amending Seattle Municipal Code (SMC) 4.20.300; creating new titles and pay rates for out-of-class assignments; establishing guidelines for temporary employees in Information Technology Professional positions; and providing for the implementation thereof.

Summary of the Legislation: *Section 1.* Allocation of positions meeting program eligibility criteria; *Section 2.* Retitle of positions not meeting program eligibility criteria; *Section 3.* Confirming timely implementation of allocations under appeal; *Section 4.* Salary adjustment affecting structure and incumbents upon program implementation; *Section 5.* Amending SMC 4.20.430 by revising titles and salary; *Section 6.* Amending SMC 4.20.430 by revising provisions for adjustments to pay zones; *Section 7.* Amending Seattle Municipal Code (SMC) 4.20.300; *Section 8.* Creating new titles and pay rates for out-of-class assignments to the Information Technology Professional Program; *Section 9.* Establishing guidelines for temporary employees in Information Technology Professional positions.

Background (Included justification for the legislation and funding history, if applicable): NA

Sustainability Issues (related to grant awards): None

Estimated Expenditure Impacts: Current salary expenditures plus COLA, for the affected IT positions are \$11,889,641.16. Department recommended salary expenditures for the affected IT positions are \$12,701,930.40. Estimated increase in the payroll spending for these affected positions would be \$812,289.24 or 6.8%. The program implementation costs are divided between general fund and other fund accounts. The general fund amount is \$216,440.88 and the other fund amount is \$595,848.36. A costing summary report will be provided to the Council Committee at the time the legislation is discussed.

289 positions were evaluated; 39 of those positions were allocated to other classes; of the remaining 250 positions, 52 are vacant but in the program. Actual cost reflects 198 filled positions.

Estimated Revenue Impacts: None.

Estimated FTE Impacts: None

Do positions sunset in the future? If so, when? No.

Other Issues (including long-term implications of the legislation): NA

STATE OF WASHINGTON - KING COUNTY

112986

City of Seattle, City Clerk

—ss.

No. W/TABLES

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:119776 ORD IN FUL

was published on

12/17/99

The amount of the fee charged for the foregoing publication is the sum of \$ _____, which amount has been paid in full.

R. Patterson

Subscribed and sworn to before me on

12/17/99

M. Alvarez

Notary Public for the State of Washington,
residing in Seattle

TIME AND DATE STAMP

SPONSORSHIP

THE ATTACHED DOCUMENT IS SPONSORED FOR FILING WITH THE CITY COUNCIL BY THE MEMBER(S) OF THE CITY COUNCIL WHOSE SIGNATURE(S) ARE SHOWN BELOW:

TMP

FOR CITY COUNCIL PRESIDENT USE ONLY

COMMITTEE(S) REFERRED TO: _____



PRESIDENT'S SIGNATURE

City of Seattle

ORDINANCE 119776

AN ORDINANCE related to the Personnel Ordinance, to be known as the Information Technology Professional Position Ordinance, allocating positions to the Information Technology Professional Compensation program, relating certain positions, providing for salary adjustments, amending certain pay zones, and providing a process to challenge legislated changes affecting civil service positions; amending SMC 4.20.300 by creating new titles and pay rates for out-of-class assignments and providing guidelines for temporary employees working in Information Technology Professional positions.

WHEREAS, Ordinance 119411 added a new section 4.20.430 to the SMC, adopting an Information Technology Professional Compensation Program; and

WHEREAS, review of certain positions resulted in the need to retitle and/or allocate certain positions to the Information Technology Professional Compensation Program; and

WHEREAS, certain salary range adjustments were deemed necessary to remain competitive with the market;

NOW THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Designating and allocating positions to the Information Technology Compensation Program.

As recommended by the Personnel Director, the following positions are hereby allocated or designated to the Information Technology Compensation Program effective January 5, 2000. The positions listed below are allocated or designated to the Information Technology Compensation Program and shall hereafter be known as IT Professional A, B or C.

Department	Position Title	Position #	Report #	New Title
City Light	Sr Sysst Anlyst	00018467	99-3068	IT Professional A, Ex
City Light	Sr Sysst Anlyst	00020439	99-3067	IT Professional A, Ex
City Light	Prin Sysst Anlyst	00021144	99-3028	IT Professional A, Ex
City Light	Sr Sysst Anlyst	00022475	99-3035	IT Professional A, Ex
City Light	Prin Sysst Anlyst	00025251	99-3034	IT Professional A, Ex
City Light	Sr Sysst Anlyst	00026147	99-3080	IT Professional A, Ex
City Light	Sr Sysst Anlyst	00011280	99-3045	IT Professional B
City Light	Sr Sysst Anlyst	00012241	99-3069	IT Professional B
City Light	Sr Sysst Anlyst	00012392	99-3058	IT Professional B
City Light	Sr Sysst Anlyst	00012763	99-3036	IT Professional B
City Light	Prin Sysst Anlyst	00013640	99-3076	IT Professional B
City Light	Sr Sysst Anlyst	00013755	99-3031	IT Professional B
City Light	Sr Sysst Anlyst	00013957	99-3038	IT Professional B
City Light	Prin Sysst Anlyst	00016475	99-3064	IT Professional B
City Light	Sr Sysst Anlyst	00019075	99-3050	IT Professional B
City Light	Prin Sysst Anlyst	00020803	99-3078	IT Professional B
City Light	Sr Mgmt Sysst Anlyst	00021148	99-3060	IT Professional B
City Light	Sr Sysst Anlyst	00021197	99-3074	IT Professional B
City Light	Prin Sysst Anlyst	00022476	99-3061	IT Professional B
City Light	Sr Sysst Anlyst	00023088	99-3017	IT Professional B
City Light	Prin Sysst Anlyst	00024193	99-3055	IT Professional B
City Light	Sr Sysst Anlyst	00024578	99-3063	IT Professional B
City Light	Sr Sysst Anlyst	00025134	99-3043	IT Professional B
City Light	Sr Sysst Anlyst	00025135	99-3029	IT Professional B
City Light	Sr Sysst Anlyst	00025137	99-3030	IT Professional B
City Light	Sr Sysst Anlyst	00025143	99-3167	IT Professional B
City Light	Prin Sysst Anlyst	00025250	99-3039	IT Professional B
City Light	Prin Sysst Anlyst	00025252	99-3066	IT Professional B
City Light	Sr Sysst Anlyst	00025253	99-3033	IT Professional B
City Light	Sr Sysst Anlyst	00025254	99-3032	IT Professional B
City Light	Sr Sysst Anlyst	00025255	99-3040	IT Professional B
City Light	Sr Sysst Anlyst	00025256	99-3037	IT Professional B
City Light	Sr Sysst Anlyst	00025258	99-3041	IT Professional B
City Light	Prin Sysst Anlyst	00012243	99-3072	IT Professional C
City Light	Sr Sysst Anlyst	00012246	99-3070	IT Professional C
City Light	Sr Mgmt Sysst Anlyst	00013980	99-3147	IT Professional C
City Light	Sysst Anlyst	00014159	99-3073	IT Professional C
City Light	Sr Sysst Anlyst	00016564	99-3137	IT Professional C
City Light	Sr Sysst Anlyst	00016571	99-3056	IT Professional C
City Light	Sr Sysst Anlyst	00016842	99-3079	IT Professional C
City Light	Sr Sysst Anlyst	00017198	99-3065	IT Professional C
City Light	Sr Sysst Anlyst	00017199	99-3042	IT Professional C
City Light	Sr Sysst Anlyst	00017255	99-3077	IT Professional C
City Light	Sr Mgmt Sysst Anlyst	00017581	99-3046	IT Professional C
City Light	Sr Sysst Anlyst	00019122	99-2885	IT Professional C
City Light	Sr Sysst Anlyst	00022483	99-3049	IT Professional C
City Light	Sr Sysst Anlyst	00022730	99-3057	IT Professional C
City Light	Prin Sysst Anlyst	00023087	99-3059	IT Professional C
City Light	Sr Sysst Anlyst	00025136	99-3032	IT Professional C
City Light	Sr Sysst Anlyst	00025138	99-3054	IT Professional C
City Light	Sr Sysst Anlyst	00025140	99-3047	IT Professional C
City Light	Sr Sysst Anlyst	00025257	99-3053	IT Professional C
City Light	Sr Sysst Anlyst	00025259	99-3052	IT Professional C