

CITY COUNCIL AGENDA ITEM
CITY OF SHORELINE, WASHINGTON

AGENDA TITLE:	Approval of Ordinance No. 379 to Reclassify a Position Within the City's Classification and Compensation Plan
DEPARTMENT:	Human Resources
PRESENTED BY:	Marci Wright, Human Resources Director Debbie Tarry, Finance Director

ISSUE STATEMENT: The Finance Department has identified the need to have an ongoing position to design, implement and maintain the City's intranets, portals, web sites and web applications and to provide user support and training on the use of portals and e-commerce and web based software applications. The department has had a Computer/Network Specialist performing this work during the last year and this position is willing and able to take on these responsibilities on a routine basis.

ANALYSIS: The City is increasing its use of portal and web-based technology. Benefits of this technology include improved information and access to information for our customers, including increased opportunity for e-commerce, document management, and information collaboration. This new technology requires additional knowledge, experience and duties not currently required within existing information services classifications.

In order to begin use of portal and web-based technology, an existing Computer/Network Specialist has assumed responsibilities for web development for the City. The Finance Department has determined the best approach to provide these duties on an ongoing basis is to reclassify this employee to a new classification, Web Developer. This position has also received training that has allowed the City to expand its use of portal technology.

Human Resources surveyed the comparable jurisdictions which make up our labor market to develop a salary recommendation for the new classification. The median salary of these comparables equates to our salary range 51. As a result, we recommend assigning the new classification to Range 51.

FINANCIAL IMPACT: The 2005 cost to implement this reclassification is approximately \$2,800 and can be absorbed within the current general fund.

RECOMMENDATION

Staff recommends that Council adopt Ordinance No. 379 reclassifying the Computer/ Network Specialist performing web development duties to the new classification of Web Developer and adding this new classification to the City of Shoreline Classification and Compensation Plan.

ATTACHMENTS

Attachment A – Ordinance No. 379 Reclassifying a Computer/Network Specialist Position in the Finance Department to a New Classification Entitled Web Developer and Amending Ordinance No. 378, By Amending The 2005 Non-Exempt Salary Table To Add This Classification

Approved By:

City Manager  City Attorney 

ORDINANCE NO. 379

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF SHORELINE, WASHINGTON, RECLASSIFYING A COMPUTER/NETWORK SPECIALIST POSITION IN THE FINANCE DEPARTMENT TO A NEW CLASSIFICATION ENTITLED WEB DEVELOPER AND AMENDING ORDINANCE NO. 378, BY AMENDING THE 2005 EXEMPT SALARY TABLE TO ADD THIS CLASSIFICATION

WHEREAS, Ordinance No. 378 amended the 2005 Final Budget for the City of Shoreline (hereafter "2005 Budget"); and

WHEREAS, City staff have determined it is appropriate to reclassify a Computer/Network Specialist position within the Finance Department to a new classification Web Developer; and

WHEREAS, a salary range should be set commensurate with the new classification; and

WHEREAS, the Web Developer will continue to work in the Finance Department and no amendments to the Department's 2005 budget are needed;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SHORELINE, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Amendment to the 2005 Budget Summary. The City hereby amends Section 1 of Ordinance No. 378 by making the following revisions to the 2005 Exempt Salary Table, 2005 Adopted Budget, Appendix ("Table"):

A new classification designated "Web Developer" is added to Range 51 of the Table.

Section 2. Effective date. A summary of this ordinance consisting of its title shall be published in the official newspaper of the City and the ordinance shall take effect and be in full force five (5) days after the date of publication.

PASSED BY THE CITY COUNCIL ON MARCH 28, 2005.

Ronald B. Hansen, Mayor

ATTEST:

APPROVED AS TO FORM:

Sharon Mattioli
City Clerk

Ian Sievers
City Attorney

Date of Publication: March 31, 2005

Effective Date: April 5, 2005

This page intentionally left blank.