

SPOKANE MANAGERIAL & PROFESSIONAL ASSOCIATION

EXEMPT – A/MANAGERIAL – B 2022 CONTRACT NEGOTIATIONS

MARCH 31, 2022

City Proposal #9

Subject of Proposal: Project Employees

Contract Section Affected: Article X, Section I; Article IX, Section M

Section I – Project Employees

1. Project Employees are defined as employees hired to perform a specific project or work which is non-recurring in nature or is created by an unforeseen event which will not exceed two (2) calendar years from the date of hire without review by the City and the Association.
2. Department requests for a Project Employee should be directed to the Human Resources Director. Upon receipt of a request, a meeting will be scheduled between representatives from the Association and the City, hereinafter "Project Committee". The Project Committee will evaluate the request and determine if the position is a Project Employee.
3. If a position is approved, the ~~Project Committee~~ Human Resources Department will determine if an existing M&P classification best identifies the project position and the corresponding salary range in the M&P pay plan. If an existing M&P classification does not exist, the ~~Project Committee~~ Human Resources Department will ~~agree upon~~ determine an appropriate M&P salary range. The ~~Project Committee~~ Hiring Manager shall determine which step within the agreed-upon salary range to place the Project Employee.
1. M&P Project Employees will pay union dues as determined by M&P.
5. M&P Project Employees shall receive annual cost of living salary adjustments at the same time and in the same level as regular M&P employees.
6. M&P Project Employees may receive one step increase on the anniversary date of the person being hired (or placed in HRS classification #850). The step increase is contingent upon a one-year progress report being provided by the manager of the Project Employee to the Project Committee.
7. M&P Project Employees shall receive holiday pay for the same holidays as regular Association members as identified in Artc. VI, Section E (1). In order to qualify for holiday pay, the Project Employee must be in a paid status the normally scheduled shift of work immediately following the holiday.
8. Except as provided above, Project Employees shall have all other rights and responsibilities afforded M&P temporary seasonal employees.

Section M – Project Employees

The Civil Service rules for the City provide for the hiring of "Project Employees". Project employee is defined as an "employee hired to perform a specific project or work, which is non-recurring in nature or is created by an unforeseen event which will not exceed two (2) calendar years from the date of hire without review by the Civil Service Commission."

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1. Department requests for a Project Employee should be directed to the Civil Service Commission. Upon receipt of a request, a meeting will be scheduled between a representative from Civil Service, Human Resources, and the Association. The Project Committee will evaluate the request and determine if the position is a Project Employee.
2. If a position is approved, the Project Committee will determine if an existing M&P classification best identifies the project position and the corresponding salary range in the M&P pay plan. If an existing M&P classification does not exist, the ~~Project Committee~~ Human Resources Department will ~~agree upon~~ determine an appropriate M&P salary range. The ~~Project Committee~~ Hiring Manager shall determine which step within the agreed upon salary range to place the Project Employee.
3. M&P Project Employees will pay union dues as determined by M&P.
4. M&P Project Employees shall receive overtime pay in accordance with the Fair Labor Standards Act.
5. M&P Project Employees shall receive annual cost of living salary adjustments at the same time and in the same level as regular M&P employees.
6. M&P Project Employees may receive one step increase on the anniversary date of the person being hired (or placed in HRS classification #850). The step increase is contingent upon a one-year progress report being provided by the manager of the Project Employee to the Project Committee.
7. M&P Project Employees shall receive holiday pay for the same holidays as Association members. In order to qualify for holiday pay, the Project Employee must be in a paid status the normally scheduled shift of work immediately following the holiday.
8. Except as provided above, M&P Project Employees shall have all other rights and responsibilities afforded M&P temporary seasonal employees.