

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Amanda Grumbach	Kailani DeVille

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; providing wage increases for 2025 and 2026 for certain non-represented City job titles; and providing adjustments to certain non-represented job titles.

Summary and Background of the Legislation

This legislation authorizes the same wage increases and negotiated wage adjustments for 2025 and 2026 for certain non-represented City employees that were agreed to between the City and the Coalition of City Unions (“Coalition”) in Council Bill 120757. Historically, the City has provided the same benefits and other conditions of employment and opportunities for wage increases for employees represented by Coalition unions as for non-represented employees. The purpose of this legislation is to extend the same increases for Coalition employee to non-represented employees. Non-represented employees of the City Library system and those job titles identified in Section 2 of the bill are excluded from the wage increases authorized in this legislation.

This legislation would:

1. Provide a 4.0 percent wage increase for most non-represented employees in “step progression” job titles (job titles not in the discretionary pay programs) for 2025. Non-represented employees in Library positions and/or in discretionary pay programs are specifically excluded from this wage increase.
2. Provide negotiated wage adjustments, in addition to the 4.0 percent wage increase, for 13 non-represented titles consistent with the negotiated wage adjustments that identical titles represented in the Coalition will receive in 2025.
3. Provide up to a 5.0 percent wage increase for most non-represented employees in “step progression” job titles for 2026. Base wage rates for 2026 will be increased by 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period June 2023 through June 2024 to the period June 2024 through June 2025. This percentage increase will not be less than 2 percent and not exceed 4 percent. After calculating the percentage increase using this formula, an additional 1 percent will be added (the total not to exceed 5 percent) to arrive at the base wage rates for 2026.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? Yes No

The financial impacts related to this legislation are included in the 2025-2026 Budget. Ongoing impacts (2027-2028) are included in planning reserves of the respective Six Year Financial Plans included in the 2025-2026 Budget.

Companion legislation, commonly referred to as the Pay Zone Ordinance, will adjust the pay zone structure for the City's discretionary pay programs, which is necessary to implement the wage increases described in this legislation.

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

It is possible that changes in the proposed legislation could result in additional pay adjustments that are required to avoid compression between manager and employee compensation. These impacts are being explored, but do not have an estimate at the time of this transmittal.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation.

If this legislation is not implemented, non-represented City employees will not have access to the same level of pay as Coalition members for the items identified in this legislation. This would also be a departure from historical practice. Disparate pay rates for same bodies of work may result, in addition to potential morale issues between non-represented and represented employees. There may be additional risks associated with not implementing this legislation.

4. OTHER IMPLICATIONS

a. Please describe how this legislation may affect any departments besides the originating department.

Most City departments would be affected by this legislation. This legislation will impact City departments' budgets, but will not have operational impacts.

- b. Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.**
No.
- c. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.**
- i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.**
This legislation includes enhancements to for employees, many of whom are BIPOC and women.
 - ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**
N/A
 - iii. What is the Language Access Plan for any communications to the public?**
N/A
- d. Climate Change Implications**
- i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**
N/A
 - ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle’s resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**
No.
- e. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program’s desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**
N/A

5. CHECKLIST

- Is a public hearing required?
- Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?

- If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?**

- Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

6. ATTACHMENTS

Summary Attachments: None