

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Jeff Clark Shaun Van Eyk	Kailani DeVille Justin Hellier

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Understanding between The City of Seattle and Local 242; establishing a new title and rate of pay; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

The City and Local 242 entered into negotiations after identifying a need to bargain over rates of pay due to a change in job duties, and a need to establish additional classifications in a Park Ranger classification series.

This legislation:

- 1) Authorizes the Mayor to execute a Memorandum of Understanding (“MOU”) between The City of Seattle (“City”) and Local 242, collectively referred to as “the Parties.” The MOU memorializes the agreement between the Parties to:
 - Establish a new title and rate of pay for Senior Park Ranger, effective April 1, 2023.
 - Adjust the rate of pay for Park Rangers effective April 1, 2023. This will be the only market adjustment for Park Rangers and Senior Park Rangers this bargaining cycle. The classifications will be eligible to receive an Annual Wage Increase (“AWI”) for 2023 and future AWI adjustments negotiated through the coalition bargaining process.
 - Employees in the positions listed in the attachment shall have their seniority carry with them into the Park Ranger classifications.
- 2) Establishes a new title and rate of pay for Supervising Park Ranger, which is not represented by a union. The new title and rate of pay will be effective on April 1, 2023.

In 2023, this change is expected to cost an additional \$161,494, and the City will absorb these expenses within existing appropriations in Seattle Park and Recreation’s budget. This adjustment will have no impact on services provided, as these costs can be absorbed due to staff vacancies in the first quarter of 2023.

The Executive expects to transmit a budget neutral technical change in the 2024 Proposed Budget that funds these expenses in an ongoing way.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

The financial impacts are outlined in the summary of the legislation. The increased labor costs beyond what is provided in this bill will be included in Seattle Parks & Recreation's base budget in future years.

Are there financial costs or other impacts of *not* implementing the legislation?

If this bill is not legislated, The City cannot implement the changes to wages. There may be other implications of not authorizing the MOU.

4. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?** Yes, this legislation has operational and cost impacts to Seattle Parks & Recreation.
- b. **Is a public hearing required for this legislation?**
No.
- c. **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- d. **Does this legislation affect a piece of property?**
No.
- e. **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**
N/A.
- f. **Climate Change Implications**
 1. **Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** No.
 2. **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.

- g. 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)?**

N/A