



CITY OF SEATTLE

City Council

Agenda

Tuesday, January 21, 2025

2:00 PM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

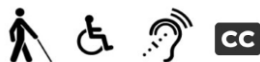
Sara Nelson, Council President
Joy Hollingsworth, Member
Robert Kettle, Member
Cathy Moore, Member
Alexis Mercedes Rinck, Member
Maritza Rivera, Member
Rob Saka, Member
Dan Strauss, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

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Council Chamber Listen Line: 206-684-8566

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CITY OF SEATTLE

City Council Agenda

January 21, 2025 - 2:00 PM

Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<http://www.seattle.gov/council>

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to all Councilmembers prior to 10 a.m. on the day of the meeting at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

A. CALL TO ORDER

B. ROLL CALL

C. PRESENTATIONS

D. PUBLIC COMMENT

Members of the public may sign up to address the Council for up to 2 minutes on matters on this agenda; total time allotted to public comment at this meeting is 20 minutes.

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:

Introduction and referral to Council committees of Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF) for committee recommendation.

[IRC 463](#)

January 21, 2025 (Revised 1/17/25 at 3:02 p.m.)

Attachments: [Introduction and Referral Calendar](#)

F. APPROVAL OF THE AGENDA**G. APPROVAL OF CONSENT CALENDAR**

The Consent Calendar consists of routine items. A Councilmember may request that an item be removed from the Consent Calendar and placed on the regular agenda.

Journal:

1. [Min 500](#) January 14, 2025

Attachments: [Minutes](#)

Bills:

2. [CB 120935](#) AN ORDINANCE appropriating money to pay certain claims for the week of January 6, 2025, through January 10, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

Supporting Documents: [Summary and Fiscal Note](#)

H. COMMITTEE REPORTS

Discussion and vote on Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF).

GOVERNANCE, ACCOUNTABILITY, AND ECONOMIC DEVELOPMENT COMMITTEE:

1. [CB 120925](#) AN ORDINANCE relating to City employment, commonly referred to as the Fourth Quarter 2024 Employment Ordinance; exempting positions from the Civil Service System; returning positions to the Civil Service System; retitling existing titles; establishing new titles; and adjusting salaries for existing titles; all by a 2/3 vote of the City Council.

The Committee recommends that City Council pass the Council Bill (CB).

**In Favor: 5 - Nelson, Kettle, Hollingsworth, Rivera, Saka
Opposed: None**

Attachments: [Att 1 - 2024 Q4 Employment Actions](#)

Supporting

Documents: [Summary and Fiscal Note](#)

I. ITEMS REMOVED FROM CONSENT CALENDAR

J. ADOPTION OF OTHER RESOLUTIONS

K. OTHER BUSINESS

L. ADJOURNMENT



Legislation Text

File #: IRC 463, **Version:** 1

January 21, 2025 (Revised 1/17/25 at 3:02 p.m.)



Introduction and Referral Calendar

List of proposed Council Bills (CB), Resolutions (Res), Appointments (Appt) and Clerk Files (CF) to be introduced and referred to a City Council committee

Record No.	Title	Committee Referral
<u>By: Strauss</u>		
1. CB 120935	AN ORDINANCE appropriating money to pay certain claims for the week of January 6, 2025, through January 10, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.	City Council
<u>By: Hollingsworth</u>		
2. Appt 03053	Appointment of Eric R. Howard as member, Central Waterfront Oversight Committee, for a term to December 31, 2025.	Parks, Public Utilities, and Technology Committee
<u>By: Hollingsworth</u>		
3. Appt 03054	Appointment of Pamela Quadros as member, Central Waterfront Oversight Committee, for a term to December 31, 2025.	Parks, Public Utilities, and Technology Committee
<u>By: Hollingsworth</u>		
4. Appt 03055	Appointment of Michelle A. Rusk as member, Central Waterfront Oversight Committee, for a term to December 31, 2025.	Parks, Public Utilities, and Technology Committee
<u>By: Hollingsworth</u>		
5. Appt 03056	Appointment of Leslie Veloz as member, Central Waterfront Oversight Committee, for a term to December 31, 2025.	Parks, Public Utilities, and Technology Committee
<u>By: Hollingsworth</u>		
6. Appt 03057	Reappointment of Katie Garrow as member, Central Waterfront Oversight Committee, for a term to December 31, 2025.	Parks, Public Utilities, and Technology Committee

By: Hollingsworth

7. [Appt 03058](#) Reappointment of Emily Hooper George as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

8. [Appt 03059](#) Reappointment of Shawn Jackson as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

9. [Appt 03060](#) Reappointment of Gerry Johnson as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

10. [Appt 03061](#) Reappointment of Edward M. Leigh as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

11. [Appt 03062](#) Reappointment of Jim Rowe as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

12. [Appt 03063](#) Reappointment of Craig Schafer as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Hollingsworth

13. [Appt 03064](#) Reappointment of Donny Stevenson as member, Central Waterfront Oversight Committee, for a term to December 31, 2025. Parks, Public Utilities, and Technology Committee

By: Kettle

14. [Appt 03066](#) Appointment of David Benchlouch as member, Community Police Commission, for a term to December 31, 2027. Public Safety Committee

By: Kettle

15. [Appt 03067](#) Appointment of Arlecier L.N. West as member, Community Public Safety Committee

Police Commission, for a term to December 31, 2026.

By: Kettle

16. [Appt 03068](#)

Reappointment of Joseph Seia as member, Community Police Commission, for a term to December 31, 2025.

Public Safety Committee

By: Kettle

17. [Appt 03069](#)

Reappointment of Joel C. Merkel as member, Community Police Commission, for a term to December 31, 2027.

Public Safety Committee



Legislation Text

File #: Min 500, **Version:** 1

January 14, 2025

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Tuesday, January 14, 2025

2:00 PM

Council Chamber, City Hall

600 4th Avenue

Seattle, WA 98104

City Council

Sara Nelson, Council President

Joy Hollingsworth, Member

Robert Kettle, Member

Cathy Moore, Member

Alexis Mercedes Rinck, Member

Maritza Rivera, Member

Rob Saka, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Sara.Nelson@seattle.gov

A. CALL TO ORDER

The City Council of the City of Seattle met in the Council Chamber in Seattle, Washington, on January 14, 2025, pursuant to the provisions of the City Charter. The meeting was called to order at 2:03 p.m., with Council President Nelson Presiding.

B. ROLL CALL

Present: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

C. PRESENTATIONS

Councilmember Moore presented a Proclamation proclaiming January to be National Human Trafficking Prevention Month. By unanimous consent, the Council Rules were suspended to allow Councilmember Moore to present the Proclamation, and to allow Yasmina Dorrough, Director of Survivor Services at I Want Rest, to address the Council.

D. PUBLIC COMMENT

The following individuals addressed the Council:

Carolyn Malone
Lanesha Davis
David Toledo
John Stamsted
Yvette Dinish
Monty Anderson
Marianne H.
Jesse Cervantes
Billy Hetherington
Howard Gale
Alex Tsimerman
Sarah Ann H. Hamilton
Amy Hagopian
Georgia Sleeth
Judy Akalaitis
Alberto Alvarez
David Haines

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR:

[IRC 462](#)**January 14, 2025 (Revised 1/13/25 at 3:30 p.m.)****ACTION 1:**

Motion was made by Council President Nelson and duly seconded to adopt the Introduction and Referral Calendar.

ACTION 2:

Motion was made by Councilmember Strauss and duly seconded, to amend the Introduction and Referral Calendar by re-referring Council Bill 120933 from the Governance, Accountability, and Economic Development Committee to the Select Committee on the Comprehensive Plan.

Council Bill 120933, AN ORDINANCE relating to land use and zoning; amending Sections 23.74.002 and 23.74.008 of the Seattle Municipal Code to allow residential uses in the Stadium Transition Area Overlay District, to the Select Committee on the Comprehensive Plan, to the Select Committee on the Comprehensive Plan.

The Motion failed by the following vote:

In Favor: 3 - Kettle, Rinck, Strauss,

Opposed: 5 - Hollingsworth, Moore, Nelson, Rivera, Saka

By unanimous consent, the Introduction & Referral Calendar (IRC) was adopted by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

F. APPROVAL OF THE AGENDA

By unanimous consent, the City Council Agenda was adopted.

G. APPROVAL OF CONSENT CALENDAR

Motion was made by Council President Nelson, duly seconded and carried, to adopt the Consent Calendar.

Journal:

1. [Min 499](#) **January 7, 2025**

The Minutes were adopted on the Consent Calendar by the following vote, and the President signed the Minutes (Min):

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

Bills:

2. [CB 120931](#) **AN ORDINANCE appropriating money to pay certain claims for the week of December 30, 2024, through January 3, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.**

The Council Bill (CB) was passed on the Consent Calendar by the following vote, and the President signed the Council Bill:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

Appointments:

HOUSING AND HUMAN SERVICES COMMITTEE:

3. [Appt 03035](#) **Appointment of Jacqueline Peguero as member, Seattle Disability Commission, for a term to April 30, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

4. [Appt 03036](#) **Reappointment of Shelby Dey as member, Seattle Disability Commission, for a term to April 30, 2026.**
- The Committee recommends that City Council confirm the Appointment (Appt).**
- In Favor: 4 - Moore, Nelson, Rinck, Saka**
- Opposed: None**
- The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:**
- In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss**
- Opposed: None**
5. [Appt 03037](#) **Reappointment of Jessica Lo as member, Seattle Disability Commission, for a term to April 30, 2026.**
- The Committee recommends that City Council confirm the Appointment (Appt).**
- In Favor: 4 - Moore, Nelson, Rinck, Saka**
- Opposed: None**
- The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:**
- In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss**
- Opposed: None**
6. [Appt 03038](#) **Appointment of Anika Khan as member, Seattle Human Rights Commission, for a term to July 22, 2026.**
- The Committee recommends that City Council confirm the Appointment (Appt).**
- In Favor: 4 - Moore, Nelson, Rinck, Saka**
- Opposed: None**
- The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:**
- In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss**
- Opposed: None**

7. [Appt 03039](#) **Appointment of Koumudi Phadake as member, Seattle Human Rights Commission, for a term to July 22, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

8. [Appt 03040](#) **Appointment of Radhika Joshi as member, Seattle Human Rights Commission, for a term to July 22, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

9. [Appt 03042](#) **Appointment of Barry Fuentes as member, Seattle LGBTQ Commission, for a term to October 31, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

10. [Appt 03043](#) **Appointment of Jason Self as member, Seattle LGBTQ Commission, for a term to April 30, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

11. [Appt 03044](#) **Appointment of Hannah Glover as member, Seattle Women's Commission, for a term to July 1, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Moore, Nelson, Rinck, Saka

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

LIBRARIES, EDUCATION, AND NEIGHBORHOODS COMMITTEE:

12. [Appt 03045](#) **Appointment of Gabriel F. Grant as member, Pike Place Market Preservation and Development Authority Governing Council, for a term to June 30, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 3 - Rivera, Rinck, Moore

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

13. [Appt 03046](#) **Appointment of Andrew Robinson as member, Pike Place Market Preservation and Development Authority Governing Council, for a term to April 30, 2026.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 3 - Rivera, Rinck, Moore

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

14. [Appt 03047](#) **Reappointment of Gundeep Singh as member, Pike Place Market Preservation and Development Authority Governing Council, for a term to June 30, 2028.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 3 - Rivera, Rinck, Moore

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

15. [Appt 03048](#) **Appointment of Bert Gregory as member, Historic Seattle Preservation and Development Authority Governing Council, for a term to November 30, 2027.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 4 - Rivera, Rinck, Hollingsworth, Moore

Opposed: None

The Appointment (Appt) was confirmed on the Consent Calendar by the following vote:

In Favor: 8 - Hollingsworth, Kettle, Moore, Nelson, Rinck, Rivera, Saka, Strauss

Opposed: None

H. COMMITTEE REPORTS

There were none.

I. ITEMS REMOVED FROM CONSENT CALENDAR

There were none.

J. ADOPTION OF OTHER RESOLUTIONS

There were none.

K. OTHER BUSINESS

There was none.

L. EXECUTIVE SESSION*

At 3:22 p.m., Council President Nelson announced that the Council would convene in Executive Session to discuss evaluate the qualifications of candidates for appointment to elective office with an estimated end time of 4:40 p.m. The Executive Session concluded at 4:32 p.m.

M. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 4:32 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on January 21, 2025.

Sara Nelson, Council President of the City Council



Legislation Text

File #: CB 120935, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain claims for the week of January 6, 2025, through January 10, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Payment of the sum of \$53,405,004.96 on PeopleSoft 9.2 mechanical warrants numbered 4100891424 - 4100893442 plus manual or cancellation issues for claims, e-payables of \$105,979.39 on PeopleSoft 9.2 9100015054 - 9100015077, and electronic financial transactions (EFT) in the amount of \$66,460,752.57 are presented to the City Council under RCW 42.24.180 and approved consistent with remaining appropriations in the current Budget as amended.

Section 2. RCW 35.32A.090(1) states, “There shall be no orders, authorizations, allowances, contracts or payments made or attempted to be made in excess of the expenditure allowances authorized in the final budget as adopted or modified as provided in this chapter, and any such attempted excess expenditure shall be void and shall never be the foundation of a claim against the city.”

Section 3. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 21st of January, 2025, and signed by me in open session in

authentication of its passage this 21st of January, 2025.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2025.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2025.

Scheereen Dedman, City Clerk

(Seal)

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Office of City Finance	Julie Johnson	Lorine Cheung

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE appropriating money to pay certain claims for the week of January 6, 2025, through January 10, 2025, and ordering the payment thereof; and ratifying and confirming certain prior acts. Claims include all financial payment obligations for bills and payroll paid out of PeopleSoft for the covered.

Summary and Background of the Legislation:

RCW 42.24.180 requires that payment of certain claims be authorized by the City Council. This bill, prepared each week by the City Treasury, authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

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

This bill authorizes the payments of funds that were previously appropriated by the City Council, so the passage of this bill does not have a direct result on the City's budget.

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.

Please describe any financial costs or other impacts of *not* implementing the legislation. The legislation authorizes the payment of valid claims. If the City does not pay its legal obligations it could face greater legal and financial liability.

4. OTHER IMPLICATIONS

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

This type of legislation authorizes payment of bill and payroll expenses for all City departments.

- 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.**

N/A

- 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.**

N/A

- 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.



Legislation Text

File #: CB 120925, Version: 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE relating to City employment, commonly referred to as the Fourth Quarter 2024 Employment Ordinance; exempting positions from the Civil Service System; returning positions to the Civil Service System; retitling existing titles; establishing new titles; and adjusting salaries for existing titles; all by a 2/3 vote of the City Council.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Exempting positions from Civil Service. As recommended by the Seattle Human Resources Director, four positions in Seattle City Light, the Seattle Police Department, and Seattle Public Utilities, as identified in Attachment 1, Table 1 to this ordinance, are exempted from the Civil Service System in accordance with their new classification titles.

Section 2. Returning positions to Civil Service. As recommended by the Seattle Human Resources Director, 11 positions in the Community Assisted Response and Engagement Department, Finance and Administrative Services, the Office of City Finance, the Office of Economic Development, the Seattle Department of Human Resources, the Seattle Police Department, and Seattle Public Utilities, as identified in Attachment 1, Table 2 to this ordinance, are returned to the Civil Service System in accordance with their new classification titles.

Section 3. Retitling existing titles and salaries. As recommended by the Seattle Human Resources Director, two existing classification titles requested by the Seattle Center and the Seattle Department of Human Resources are retitled and corresponding salary rates are established, as identified in Attachment 1, Table 3 to this ordinance, effective as of the dates shown, and pay authorized as of the effective dates.

Section 4. Establishing new titles and salaries. As recommended by the Seattle Human Resources Director, 13 new classification titles requested by Finance and Administrative Services, the Seattle City Employees' Retirement System, Seattle City Light, the Seattle Department of Human Resources, the Seattle Fire Department, and Seattle Public Utilities are created and corresponding rates of pay are established, as identified in Attachment 1, Table 4 to this ordinance, effective as of the date shown, and pay authorized as of the effective dates.

Section 5. Adjusting salaries for existing titles. As recommended by the Seattle Human Resources Director, salary rates for two existing classification titles requested by the Seattle Fire Department and the Human Services Department are adjusted, as identified in Attachment 1, Table 5 to this ordinance, effective as of the date shown, and pay authorized as of the effective dates.

Section 6. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by a 2/3 vote of all the members of the City Council the _____ day of _____, 2024, and signed by me in open session in authentication of its passage this _____ day of _____, 2024.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2024.

Bruce A. Harrell, Mayor

Filed by me this _____ day of _____, 2024.

Scheereen Dedman, City Clerk

(Seal)

Attachments:
Attachment 1 - 2024 Q4 Employment Actions

Table 1: Positions exempted from the Civil Service System

Department	Request #	Position Number	New Classification Title
SPU	REQ21299	10007381	Information Technology Professional A, Exempt
SPU	REQ21097	00024508	Information Technology Professional A, Exempt
SPD	REQ21581	00026027	Strategic Advisor 3, Exempt
SCL	REQ21459	00025261	Information Technology Professional A, Exempt—BU

Table 2: Positions returning to the Civil Service System

Department	Request #	Position Number	New Classification Title
SPU	REQ20819	10007994	Strategic Advisor 2, Utilities-BU-P
SPU	REQ21261	10007995	Strategic Advisor 2, Utilities-BU-P
SDHR	REQ21424	00010928	Personnel Analyst, Senior
SPD	REQ21454	00006349	Personnel Specialist, Assistant
OCF	REQ21563	10008064	Information Technology Professional B-BU
OCF	REQ21563	10008065	Information Technology Professional B-BU
OED	REQ21585	10008015	Community Development Specialist, Senior
FAS	REQ21589	00015712	Painter Crew Chief
OED	REQ21596	10007799	Strategic Advisor 1, General Government
CARE	REQ21628	10007202	Manager 1, Information Technology
OED	REQ21795	10008014	Strategic Advisor 1, General Government

Table 3: Retitling of existing classification titles

Department/ Request #	Current Title	New Title	Salary Steps/Range	Effective Date
Seattle Center/ REQ21724	Facility TechI Supv/SC	HVAC Tech Supv/SC	\$73.27 - \$76.04 - \$78.97 - \$81.98 - \$85.04	9/11/2024
SDHR/ REQ21766	Special Exams Analyst	Public Safety Civil Service Examiner	\$43.97 - \$45.71 - \$47.56 - \$49.32 - \$51.22	10/1/2024

Table 4: Establishment of new classification titles and salaries

Department/ Request #	New Title	Salary Steps	Effective Date
SCERS/ REQ21542	Retirement Specialist, Senior	\$51.22 - \$53.19 - \$55.33 - \$57.51 - \$59.63	5/10/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Trainee	\$40.71 - \$42.32 - \$43.97 - \$45.71 - \$47.56	10/1/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Senior	\$51.22 - \$53.19 - \$55.33 - \$57.51 - \$59.63	10/1/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Supervisor	\$59.63 - \$61.95 - \$64.25 - \$66.69 - \$69.22	10/1/2024
SFD/ REQ21273	Fire Equipment Technician, Senior	\$37.07 - \$38.46 - \$40.02 - \$41.52 - \$43.10	10/1/2024
SFD/ REQ21273	Fire Equipment Technician, Supervisor	\$40.02 - \$41.52 - \$43.10 - \$44.83 - \$46.71	10/1/2024
SCL/ REQ21513	Conservation Fish Hatchery, Assistant	\$30.13 - \$31.33 - \$32.42 - \$33.71 - \$34.96	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Assistant	\$39.22 - \$40.71 - \$42.32 - \$43.97 - \$45.71	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator	\$45.71 - \$47.56 - \$49.32 - \$51.22 - \$53.19	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Senior	\$49.32 - \$51.22 - \$53.19 - \$55.33 - \$57.51	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Supervisor	\$54.30 - \$56.39 - \$58.65 - \$60.83 - \$63.15	1/1/2025
FAS/ REQ21426	Veterinarian	\$67.91 - \$70.56 - \$73.27 - \$76.04 - \$78.97	1/1/2025
FAS/ REQ21426	Veterinarian, Principal	\$78.97 - \$81.98 - \$85.04 - \$88.34 - \$91.69	1/1/2025

**Salary steps effective after December 31, 2024, have not been pre-adjusted to reflect any 2025 annual wage increases.*

Table 5: Adjustment of salaries for existing classification titles

Department/ Request #	Classification Title	Salary Steps/Range	Effective Date
SFD/ REQ21273	Fire Equipment Technician	\$34.40 - \$35.68 - \$37.07 - \$38.46 - \$40.02	10/1/2024
HSD/None	Counslr* (Temporary)	\$39.49 - \$40.97 - \$42.63 - \$44.23 - \$45.92	1/1/2025

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Shane Eubank	Kailani DeVille

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment, commonly referred to as the Fourth Quarter 2024 Employment Ordinance; exempting positions from the Civil Service System; returning positions to the Civil Service System; retitling existing titles; establishing new titles; and adjusting salaries for existing titles; all by a 2/3 vote of the City Council.

Summary and Background of the Legislation: If passed, this legislation would:

- a. Exempt four positions from the Civil Service System. As a result of a classification review and determination, the position meets a blanket exemption defined by Seattle Municipal Code 4.13.010 subsection 13.
- b. Return 11 positions to the Civil Service System. As a result of a classification review and determination, the positions no longer meet the exemption criteria.
- c. Retitle two existing classification titles to address inversion and update a body of work in Seattle Center and to align a position in Seattle Department of Human Resources with a new class series created in the Civil Service Commissions.
- d. Establish 13 new classification titles with corresponding rates of pay as requested by Finance and Administrative Services, Seattle City Employees' Retirement System, Seattle City Light, Seattle Department of Human Resources, Seattle Fire Department, and Seattle Public Utilities.
- e. Adjust salaries for two existing classification titles as requested by the Seattle Fire Department and the Human Services Department.

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

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.

There are no direct costs associated with the recommended changes to civil service status. Any changes to compensation for incumbents or new hires in the reclassified positions covered by this legislation would be subject to the appointing authority (i.e., head of department) and do not relate directly to the Council’s decision to approve the recommended civil service status. In this sense, the legislation does not have an immediate fiscal impact for the return or exemption of positions to the civil service system. However, in the interest of fiscal transparency and focusing on long-term budget sustainability, we are highlighting the associated costs of the reclassified positions in this legislation. As mentioned above, the reclassified positions included in quarterly employment ordinances only include those that involve a change to civil service status, a small subset of position changes resulting from SDHR’s administrative classification reviews.

The projected potential fiscal impact associated with these fifteen reclassifications is (\$90,174) based on the difference between the mid-point salaries of the initial and final classifications. At some point in the past, each department’s personnel budget was calculated by summing the mid-point salary for each position in that department. Since that calculation is not automatically adjusted when a reclassification occurs, the department’s personnel budget will not reflect the difference between mid-point for the previous classification compared to the new classification unless the department requests and receives additional appropriation authority during the budget process. In practice, most departments absorb the costs of reclassifications, and this method typically allows flexibility for departments to use savings achieved from positions that are currently paid below the mid-point for the costs associated with reclassifications and for positions paid above the mid-point. However, the personnel costs for departments that experience high staff retention rates or multiple reclassifications will, over time, exceed the personnel budget calculated using the mid-point formula. With that in mind, CBO calculated the mid-point difference for each position in this legislation. From a long-term budget sustainability perspective, the projected costs of the mid-point difference illustrate how a new classification might increase (or decrease) costs in the future, even if the reclassification does not currently impact a department’s budget.

Table 1 below shows the differences in the mid-point labor costs between the initial and final classifications for the fifteen reclassifications resulting in return to or exemption of the civil service system. Table 2 below shows the differences in the mid-point labor costs between the initial and final classifications for the two retitles of classifications. Table 3 below shows the thirteen new titles created for departments. There is no mid-point difference to calculate, as these are new titles. Table 4 below shows the differences in the mid-point labor costs between the old and new labor costs of salary adjustments for two classifications.

Table 1. Associated labor costs of reclassifications.

	Department	Initial classification	Final classification	Mid-point cost difference
1	Seattle Public Utilities	Strategic Advisor 1, Information Technology BU-P	Information Technology Professional A, Exempt	28,202
2	Seattle Public Utilities	Info Technol Prof B-BU	Information Technology Professional A, Exempt	37,592
3	Seattle Police Department	StratAdvsr2,CSPI&P	Strategic Advisor 3, Exempt	15,840
4	Seattle City Light	Info Technol Prof C-BU	Information Technology Professional A—BU	39,034
5	Seattle Public Utilities	StratAdvsr2,Exempt	Strategic Advisor 2, Utilities-BU-P	(11,065)
6	Seattle Public Utilities	StratAdvsr2,Exempt	Strategic Advisor 2, Utilities-BU-P	(11,065)
7	Seattle Human Resources	StratAdvsr1,Exempt	Personnel Analyst, Senior	(12,486)
8	Seattle Police Department	Legal Assistant	Personnel Specialist, Assistant	1,606
9	City Finance Division	Info Technol Prof A,Exempt	Information Technology Professional B-BU	(36,872)
10	City Finance Division	Info Technol Prof A,Exempt	Information Technology Professional B-BU	(36,872)
11	Office of Economic Development	StratAdvsr1,Exempt	Community Development Specialist, Senior	(9,780)
12	Finance & Administrative Services	Executive2	Painter Crew Chief	(80,311)

	Department	Initial classification	Final classification	Mid-point cost difference
13	Office of Economic Development	StratAdvsr2,Exempt	Strategic Advisor 1, General Government	(13,997)
14	Community Assisted Response & Engagement	StratAdvsr1,Exempt	Manager 1, Information Technology	0
15	Office of Economic Development	StratAdvsr1,Exempt	Strategic Advisor 1, General Government	0
Total				(90,174)

Table 2. Associated labor costs of retitling.

	Requesting Department	Initial classification	Final classification	Mid-point cost difference
1	Seattle Center	Facility Techl Supv/SC	HVAC Tech Supv/SC	82,728
2	Seattle Department of Human Resources	Special Exams Analyst	Public Safety Civil Service Examiner	11,896
Total				94,624

Table 3. Associated labor costs of new titles.

	Requesting Department	Classification Title	Mid-point cost difference
1	Seattle City Employees' Retirement System	Retirement Specialist, Senior	N/A
2	Seattle Department of Human Resources	Public Safety Civil Service Examiner, Trainee	N/A
3	Seattle Department of Human Resources	Public Safety Civil Service Examiner, Senior	N/A

4	Seattle Department of Human Resources	Public Safety Civil Service Examiner, Supervisor	N/A
5	Seattle Fire Department	Fire Equipment Technician, Senior	N/A
6	Seattle Fire Department	Fire Equipment Technician, Supervisor	N/A
7	Seattle City Light	Conservation Fish Hatchery, Assistant	N/A
8	Seattle Public Utilities	Water Treatment Plant Operator, Assistant	N/A
9	Seattle Public Utilities	Water Treatment Plant Operator	N/A
10	Seattle Public Utilities	Water Treatment Plant Operator, Senior	N/A
11	Seattle Public Utilities	Water Treatment Plant Operator, Supervisor	N/A
12	Finance & Administrative Services	Veterinarian	N/A
13	Finance & Administrative Services	Veterinarian, Principal	N/A
Total			N/A

Table 4. Associated labor costs of salary adjustments.

	Requesting Department	Classification Title	Mid-point cost difference
1	Seattle Fire Department	Fire Equipment Technician	(3,442)
2	Human Services Department	Counslr* (Temporary)	6,729

	Requesting Department	Classification Title	Mid-point cost difference
		Total	3,287

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.

See above.

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

This legislation is needed to appropriately designate civil service status which can have personnel implications. Not retitling the existing titles and establishing the new titles in order to properly classify positions could result in the City inappropriately paying for a body of work.

4. OTHER IMPLICATIONS

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

This legislation would affect Community Assisted Response and Engagement, Finance & Administration Services, Human Services Department, Office of City Finance, Office of Economic Development, Seattle City Employees’ Retirement System, Seattle City Light, Seattle Center, Seattle Fire Department, Seattle Department of Human Resources, Seattle Police Department, and Seattle Public Utilities. Other City departments may be affected.

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.

The City’s 2021 Workforce Equity Update Report notes that Black, Indigenous, and People of Color (BIPOC) employees, especially BIPOC women, are underrepresented at the top levels (e.g., supervisors, high wage earners) of City employment when compared to the general population. Increasing the number of positions with Civil Service status would support the City’s commitment to eliminating racial disparities and achieving workforce equity. By increasing the number of positions with Civil Service protections, especially those with opportunities for higher pay and/or additional benefits, more equity for BIPOC employees could be achieved by requiring

a competitive hiring process and removing the barriers that create risk and uncertainty for employees seeking career growth.

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

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.

N/A

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