

SUMMARY and FISCAL NOTE*

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** 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 the 2016 Budget; amending Ordinance 124927, which adopted the 2016 Budget; changing appropriations to various departments and budget control levels due to changes in City employment compensation; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Summary and background of the Legislation: This legislation accompanies Council Bills which provide various wage increases for certain City employees. This legislation increases budget appropriation authority for cost increases as a result of the following Council Bills:

Ordinance 124976 and other subsequent Council Bills authorized the execution of collective bargaining agreements between The City of Seattle and certain City unions. The bargaining agreements provide a retroactive 2 percent annual wage increase for 2015, a 2 percent annual wage increase for 2016, a 3.5 percent wage increase for job titles with recruitment and retention issues effective December 31, 2014, and brings all City employee wages up to at least \$15 per hour effective April 1, 2015.

Ordinance 124975 authorized the same wage adjustments provided above to be extended to certain non-represented City employees.

Finally, Ordinance 124974 authorized the adjusted pay zone structures for the City's discretionary pay programs retroactively for the year 2015 and the year 2016.

2. CAPITAL IMPROVEMENT PROGRAM

This legislation creates, funds, or amends a CIP Project.

3. SUMMARY OF FINANCIAL IMPLICATIONS

This legislation has direct financial implications.

3.a. Appropriations

This legislation adds, changes, or deletes appropriations.

The total appropriations is \$67 million. Appropriations for impacted departments are identified in the related Council Bill. These appropriation increases were anticipated through planning

reserves in the 2016 Adopted Budget.

4. OTHER IMPLICATIONS

- a) **Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**
Yes, some items in this ordinance represent costs increases to departments in order for them to pay for various wage increases through 2016. The increases are the base wages for annual wage increases in 2017 and beyond.
- b) **Is there financial cost or other impacts of not implementing the legislation?**
The same objectives above could not be achieved without this legislation.
- c) **Does this legislation affect any departments besides the originating department?**
Yes, this legislation affects most departments in the City by increasing appropriations to pay increased labor costs.
- d) **Is a public hearing required for this legislation?**
No.
- e) **Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- g) **Does this legislation affect a piece of property?**
No.
- h) **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**
There are no perceived implications.
- i) **If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.**
This legislation is not a new initiative or a major programmatic expansion.
- j) **Other Issues:**
None.

List attachments/exhibits below:

None.