

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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1. BILL SUMMARY

Legislation Title: A RESOLUTION stating the City Council’s intent to consider legislation in 2020 that would expand Chapter 14.30 of the Seattle Municipal Code to require employers to provide employees with transit subsidies, and to consult with City of Seattle departments and relevant stakeholders in the development of such legislation and related policies.

Summary and background of the Legislation: In October 2018, the City Council (Council) unanimously passed, and the Mayor signed, the Commuter Benefits Ordinance, enacted by the City of Seattle (City) as Chapter 14.30 of the Seattle Municipal Code. Effective January 1, 2020, the Commuter Benefits Ordinance requires certain employers, with 20 or more employees worldwide, to offer employees the opportunity to use pre-tax earnings to purchase commuter benefits other than parking, such as transit and vanpool expenses.

While the Commuter Benefits Ordinance is an important first step in influencing commute choices, expanding the ordinance could better support the City’s goals for the Seattle Climate Action Plan, the Green New Deal, the 2015 Move Seattle Plan, the Commute Trip Reduction program, the 2015 Move Seattle Plan, equitable access to transit, and other policies for addressing climate change and income inequality.

This resolution intends for the Council to consider legislation in 2020 that would expand the Commuter Benefits Ordinance to require employers to provide employees with transit subsidies, while taking into consideration the differing abilities of employers to absorb these costs based on their size. This resolution also states an intent for the Council to conduct a racial equity analysis to incorporate race and social justice principles; consult with the Office of Labor Standards and relevant stakeholders to develop the legislation; and consult with City Departments and non-profits to develop related policies.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes x 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?

This resolution intends for the Council to consider legislation in 2020 that would amend the Commuter Benefits Ordinance, SMC 14.30. If the City passes such legislation, there could be financial implications for the Office of Labor Standards that would need to be considered (e.g., cost of developing administrative rules, and conducting outreach and enforcement).

Is there financial cost or other impacts of *not* implementing the legislation?

None identified.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

Yes. This resolution intends for the Council to consult with the Office of Labor Standards in the development of the legislation and with the Human Services Department to find ways to provide transit subsidies for employees of City contractors.

b. Is a public hearing required for this legislation?

No.

c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

No.

d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

e. Does this legislation affect a piece of property?

No.

f. 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?

This resolution expressly intends for the Council to incorporate race and social justice principles, including the application of the Racial Equity Toolkit, in the development of the legislation.

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.

List attachments/exhibits below: