

**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 City employment; adjusting the pay zones for titles in the City’s Power Marketing Compensation Program; establishing changes to provisions in the Power Marketing Compensation Program; and ratifying and confirming certain prior acts.

**Summary and background of the Legislation:**

This legislation proposes adjustments to provisions established by Ordinance 119351 for the Power Marketer job title in the Power Marketing Compensation Program.

Upon legislation, employees in the Power Marketer classification title will be salaried, and therefore eligible for exempt status under the Fair Labor Standards Act. Employees will continue to be exempt from the civil service system.

Upon full legislation of this plan summary and expiring December 31, 2020, the Power Marketing Team will be eligible for a one-time base wage increase. This base wage increase will be up to a 4% one-time increase in recognition of improvements to key performance metric results (utility, divisional, and team performance).

**2. 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?**  
No.

**Is there financial cost or other impacts of *not* implementing the legislation?**  
If the pay zone band is not legislated, the compensation program that became effective on January 1, 2014, may not be adjusted.

**3. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**  
No.

**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?**

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.

**List attachments/exhibits below:** None