

**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, commonly referred to as the First Quarter 2019 Employment Ordinance; designating positions as exempt from the civil service system; authorizing payment of the employee’s 2019 premium share into the Washington State paid family and medical leave insurance program; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

**Summary and background of the Legislation:**

This legislation seeks to designate four positions as exempt from Civil Service status and authorize payment of City employees’ premium shares into the Washington State paid family and medical leave insurance program. If passed, this legislation:

1. Establishes four positions as exempt from Civil Service status. The nature of the work to be performed by the position is consistent with the exemption criteria set forth in Seattle Municipal Code Section 4.13.010 and Personnel Rule 2.2. These position changes may create a cost increase for the affected departments, which will be funded within the existing budget authority.
2. Authorizes the City to pay the employees’ premium share for the State paid family and medical leave program. The City will pay the employees’ premium share from January 1, 2019 up to December 31, 2019.

**2. CAPITAL IMPROVEMENT PROGRAM**

- a. Does this legislation create, fund, or amend a CIP Project? \_\_\_ Yes    X No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

- a. Does this legislation amend the Adopted Budget? \_\_\_ Yes    X No
- b. 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 estimated costs associated with designating positions as exempt from civil service are summarized in Summary Attachment 1. These and other costs associated with the legislation will be funded through departments’ existing budgets.

- c. Is there financial cost or other impacts of *not* implementing the legislation?**  
This legislation is needed to appropriately designate civil service status, which can have personnel implications. The policy decision for how the City complies with state law such as the Paid Family Medical Leave Act must be legislated.

#### **4. 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?**  
N/A
- 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
- h. Other Issues:**  
N/A

**List attachments/exhibits below:**

Summary Attachment 1 – Summary of Actions