

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; providing salary increases for 2019, 2020 and 2021 for certain non-represented City job titles; and ratifying and confirming certain prior acts.

Summary and background of the Legislation:

This legislation authorizes the same wage increase that was tentatively agreed to between the City and the Coalition of City Unions (“Coalition”) to also be extended to certain non-represented City employees. Approximately 1,200 employees are affected by this legislation.

The attached Council Bill provides for a 4.0 percent cost-of-living increase to employees’ base wages, effective December 26, 2018 (for 2019); 3.6 percent increase effective December 25, 2019 (for 2020); and a 1.0 + CPI percent increase effective January 5, 2021 (for 2021). Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 3 of the Bill are excluded from the wage increase authorized by this Council Bill. Five non-represented job titles will also receive additional increases ranging from 10 – 10.8 percent in the 2020 payroll year to address compression and wage equity issues.

Background:

Historically, the City has provided the same wage increases, benefits and other conditions of employment to non-represented City employees as to Coalition members. The purpose of this legislation is to extend the same increases to non-represented employees as to Coalition employees.

2. CAPITAL IMPROVEMENT PROGRAM

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

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? Yes 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?

The aggregate cost of wages (including other wage-related items authorized by separate legislation, and base wages identified in this Council Bill) is estimated to grow from \$977

million in 2018 to \$1,106 million in 2021. This amount includes costs for both the Coalition of City Unions and most non-represented employees, which have historically received the same increases to changes in working conditions.

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

If legislation is not implemented, employees will continue to be paid the same level of wages that became effective on December 27, 2017.

4. OTHER IMPLICATIONS

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

This legislation affects employees in all City departments.

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?

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

List attachments/exhibits below: