

December 10, 2021

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: Council Bill 120243: Non-represented Employee Wages for 2022

On December 13, 2021, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120243](#), legislation that would provide wage increases in 2022 for certain non-represented job titles. This memo provides a high-level summary of the bill and identifies next steps. Central Staff has not identified issues or concerns for Council's consideration.

Summary

This legislation would provide a wage increase of four percent in 2022 for City of Seattle (City) employees in certain job titles that are not represented by a labor organization. Effective January 5, 2022, the wage increase would apply to about 1,806 non-represented employees. The amount of the wage increase would be consistent with the annual wage increase in the Memorandum of Understanding with the Coalition of City Unions ([CB 120242](#)). Historically, the City has provided the same wage increases, benefits, and other conditions of employment for non-represented employees as for Coalition members.

The legislation would exclude non-represented job titles at the Library and 36 other non-represented job titles. Most of the excluded job titles would be those in discretionary pay programs, such as the Accountability Pay for Executives Program and Strategic Advisors and Managers compensation program.¹ Other excluded job titles would include those with intermittent classifications (e.g., Contract Employee, High School Intern, Work Training Enrollee, Youth Employment Enrollee), Volunteer Fire Fighters in the Skagit Project, and members of Boards or Commissions.

For reference, the Pay Zone Ordinance ([CB 120244](#)), would adjust the pay bands of the excluded job titles in discretionary pay programs. SDHR's Workforce Analytics and Reporting Unit (WARU) would adjust the wages of the other excluded job titles in a separate, non-legislative process.²

¹ For more information on discretionary pay programs, see the [City of Seattle 2021 Salary Schedule](#), "Compensation Plan Administration" (page 3).

² WARU would increase the intermittent job titles to align with Seattle's 2022 minimum wage (\$17.27 per hour); WARU would not adjust the wages of the Volunteer Fire Fighters in the Skagit Project in 2022.

Financial Impacts

The City Budget Office (CBO) estimates that the aggregate cost of wages (including other wage-related items authorized by separate legislation, and base wages identified in this legislation) would be about \$37 million in 2022.³ This estimate would cover wage adjustments for about 10,500 employees,⁴ including represented employees in the Coalition and Coalition-like unions, and most non-represented employees.

Next Steps

If the Council votes to approve CB 120243, CBO expects to transmit separate legislation in 2022 to appropriate funds to pay for the wage increases.

Please contact Karina Bull if you have questions about the proposed legislation.

cc: Esther Handy, Director
Dan Eder, Deputy Director

³ The estimate does not include overtime costs.

⁴ The estimate includes regularly appointed and temporary employees in step pay programs and discretionary pay programs.