

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

If the agreement is not legislated, members will not be authorized to receive the compensation provided therein. There may be other risks associated with not implementing the legislation.

3. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**
Compensation provided for by this legislation will be paid to qualifying employees in SFD.
- b. Is a public hearing required for this legislation?**
No.
- c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- d. Does this legislation affect a piece of property?**
No.
- e. 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?**
The City seeks to ensure employees providing in-person services are recognized and compensated for their hardships and their dedication.
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**
N/A
 - 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**
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:

None.