

December 1, 2021

MEMORANDUM

To: Seattle City Council
From: Dan Eder, Deputy Director and Karina Bull, Analyst
Subject: Council Bill 120231: Frontline Worker Pay
Seattle Fire Chiefs Association, IAFF, Local 2898

On December 6, 2021, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120231](#), legislation that would authorize additional pay for eligible front-line employees represented by the Seattle Fire Chiefs Association, International Association of Fire Fighters (IAFF), Local 2898 (Local 2898). 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 ratify a tentative agreement with Local 2898 to provide up to \$1,750 in a lump sum payment to eligible front-line employees in the Seattle Fire Department. The terms of this agreement are substantively the same as agreements ratified by Council last month in [Ordinance 126153](#) that authorized front-line worker pay for non-represented eligible employees throughout the City of Seattle (City) and represented eligible employees in the following unions:

1. Coalition of City Unions and other signatory unions,
2. IAFF Local 27, and
3. Public, Professional & Office-Clerical Employees and Driver Union Local 763 (Municipal Court).¹

The terms of this agreement with Local 2898 would provide a lump sum payment to eligible employees of up to \$100/month, pro-rated by the number of hours and months the employees worked at a City worksite, retroactive to March 2020. In any given month during this period, employees could not qualify for both the maximum telework reimbursement (\$48 per month) and the additional maximum monthly payment amount authorized by this legislation (\$100 per month).

In transmitting the legislation for Council's consideration, the Seattle Department of Human Resources (SDHR) states that the intent of the legislation is to "acknowledge hardships, offset additional costs, and retain front-line City employees who continued to deliver in-person, essential City services during the COVID-19 public health emergency."

¹ The City and the Seattle Police Officers Guild have not yet reached a tentative agreement.

Financial Impacts

The City Budget Office has calculated a preliminary cost for the additional pay covered by the tentative agreement with Local 2898 and has indicated that there are equivalent reserves in the General Fund. Future legislation would be needed before the end of the year or in 2022 to authorize the necessary appropriations to make payments to eligible employees.

Next Steps

If the Council votes to approve this legislation, SDHR would execute the tentative agreement with Local 2898. The Mayor's Office expects to transmit separate legislation that appropriates funding needed to make the payments contemplated in this legislation.

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

cc: Esther Handy, Director
Aly Pennucci, Policy and Budget Manager