

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
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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 2022 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 certain City unions to also be extended to certain non-represented City employees. This legislation affects approximately 1,165 regularly appointed City employees.

The attached Council Bill provides for a 4.0 percent cost-of-living increase to employees' base wages, effective January 5, 2022. Employees of the City Library system and non-represented City employees/officers who hold positions identified in Section 2 of the Bill are excluded from the wage increase authorized by this Council Bill.

The City Budget Office will forward separate legislation to appropriate funds to cover the compensation items authorized in this legislation.

Historically, the City has provided the same wage increases, benefits and other conditions of employment to non-represented City employees as to union members (in the Coalition of City unions and "Coalition-like" unions). The purpose of this legislation is to extend the same increases to non-represented employees as to these union employees.

### 2. CAPITAL IMPROVEMENT PROGRAM

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

### 3. SUMMARY OF FINANCIAL IMPLICATIONS

**Does this legislation amend the Adopted Budget?** \_\_\_ Yes X 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 \$789 million in 2021 to \$821 million in 2022 (this amount does not include overtime costs). This

amount includes costs for both the Coalition of City Unions and Coalition-like 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 January 6, 2021.

#### **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. 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?**

No

**f. Climate Change Implications**

**1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**

No

**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.**

No

**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).**

No

**List attachments/exhibits below:** None