SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
Seattle Department of	Shaun Van Eyk	Kailani DeVille
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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; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the Washington State Council of County and City Employees; amending Ordinance 126725, which adopted the 2023 budget; changing appropriations to various departments and budget control levels, and from various funds in the Budget; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

Summary and Background of the Legislation: This legislation authorizes a Memorandum of Understanding ("MOU") between the City of Seattle ("City") and the Memorandum of Understanding By and Between The City of Seattle And the Washington State Council of County and City Employees for the Local 21-PA Assistant City Prosecutors bargaining unit ("21PA"). The City and Local 21PA entered into negotiations after the City identified a need to increase pay to address recruiting and retention challenges for staffing Prosecuting Attorney positions. Prosecuting Attorneys play a critical role in enforcing City laws.

The MOU provides for a 20 percent increase to wages effective on January 1, 2023. The City and Local 21PA agreed that additional wage increases bargained with the Coalition of City Unions ("Coalition") would not also be applied to the Local 21PA bargaining unit for 2023 and 2024. Should the City and the Coalition come to an agreement on wage increases for 2025 and/or 2026, those increases would apply to members of Local 21PA.

The bill also appropriates \$933,000 which represents the amount the City Attorney's Office will need to fulfill the terms of the MOU in 2023. The increased labor costs will be included in the City Attorney's Office base budget in future years. Funds supporting this appropriations increase were held in the City's unbudgeted labor planning reserves.

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget?

<u>X</u> Yes <u>No</u>

Appropriation change (\$):	General Fund \$		Other \$	
	2023	2024	2023	2024
	\$933,000			
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2023	2024	2023	2024

	No. of Positions		Total FTE Change	
Positions affected:	2023	2024	2023	2024

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 financial impacts are outlined in the summary of the legislation. The increased labor costs beyond what is provided in this bill will be included in the City Attorney's Office base budget in future years. Funds supporting this appropriations increase were held in the City's unbudgeted labor planning reserves.

Are there financial costs or other impacts of *not* implementing the legislation? If this MOU is not legislated, The City cannot implement wage increases and will continue to struggle to fill positions for Prosecuting Attorneys, which will impact the City's ability to enforce its laws. There may be other implications of not authorizing the MOU.

X This legislation adds, changes, or deletes appropriations.

Fund Name and Number	Dept	Budget Control Level Name/Number*	2023 Appropriation Change	
General Fund 00100	Law Department	Criminal (BO-LW-J1500)	\$933,000	\$933,000
	Department	TOTAL	\$933,000	\$933,000

4. OTHER IMPLICATIONS

- **a.** Does this legislation affect any departments besides the originating department? Yes, this legislation has cost impacts to the City Attorney's Office.
- **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? N/A.
- 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)? N/A.