

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>Executive 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, to increase the sick leave cash out payment upon retirement for persons in the rank and position of Assistant Fire Chief.

**Summary and background of the Legislation:** This legislation increases the sick leave cash out rate for Assistant Fire Chiefs to 25 percent for the first 400 accumulated hours (0 – 400.99 hours), 50 percent for the next 400 accumulated hours (401 – 800 hours), and 75 percent for all accumulated hours above 800. Payment will be made at the rate of pay of the Assistant Fire Chief in effect on the last employed date prior to the Assistant Fire Chief’s retirement. This benefit is currently provided to Local 2898 Fire Chiefs union members and will improve the Seattle Fire Department’s (“SFD”) ability to hire the most qualified candidates into the position of Assistant Fire Chief.

### **2. SUMMARY OF FINANCIAL IMPLICATIONS**

**X This legislation does not have direct financial implications.**

SFD tracks the use of overtime and sick leave payouts closely and anticipates that the change in the sick leave payouts will reduce overtime use as an offset to higher sick leave cash out payments. SFD currently employs three Assistant Fire Chiefs.

### **3. OTHER IMPLICATIONS**

- a) **Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**  
No.
- b) **Is there financial cost or other impacts of not implementing the legislation?**  
If the City does not implement the legislation, the Assistant Fire Chiefs will receive a lesser sick leave cash out benefit than the Battalion Chiefs and Deputy Chiefs that are represented by a union, and SFD will not be able to use the benefit as a recruiting tool.
- c) **Does this legislation affect any departments besides the originating department?**  
This legislation has financial impacts to SFD only.
- d) **Is a public hearing required for this legislation?**  
No.

- e) **Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**  
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- g) **Does this legislation affect a piece of property?**  
No.
- h) **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**  
N/A
- i) **If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.**  
N/A
- j) **Other Issues:** None.

**List attachments/exhibits below:** None.