

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	Executive Contact/Phone:
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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

a. Legislation Title:

AN ORDINANCE relating to City employment; authorizing execution of a collective bargaining agreement between The City of Seattle and the Seattle Fire Chiefs Association, IAFF, Local 2898 to be effective January 1, 2015 through December 31, 2018; amending Ordinance 125207, which adopted the 2017 Budget, by increasing appropriations to the Seattle Fire Department for providing the 2015, 2016, and 2017 payments therefor; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

b. Summary and background of the Legislation:

This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (“City”) and the Seattle Fire Chiefs Association, IAFF, Local 2898 (“Local 2898”). The collective bargaining agreement is a four-year agreement on wages, benefits, hours and other working conditions for the time period January 1, 2015 through December 31, 2018. This legislation affects approximately 33 regularly appointed City employees.

The collective bargaining agreement provides for wage adjustments of 2.2 percent for 2015, 1.1 percent for 2016, 3.5 percent for 2017, and 100 percent of the increase of the Seattle CPI-W (Consumer Price Index) for June 2017 over June increase in 2016, with a “floor” of 1.5 percent and a “ceiling” of 4 percent.

The City and Local 2898 members will continue to split health care premiums with 90 percent paid by the City and 10 percent paid by union members.

The City and union also agreed to other changes to working conditions. Effective in 2017, certain contract provisions related to overtime pay and holiday hours in operations and staffing in administration will sunset. Effective in January of 2018, the City shall reinstate Battalion 2 with a dedicated Battalion Chief located in the downtown core. The City and union also agreed to reopen negotiations on the ability for Fire Captains to work out-of-class in the bargaining unit, and to reopen negotiations on any changes to subjects of mandatory bargaining for gender/workforce equity efforts, among other items.

2. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget? X Yes No

Changes to the Seattle Fire Department's 2015, 2016, and 2017 appropriations are shown in the table below. Funding in future years will be appropriated through the annual budget process.

Item	Fund	Department	Budget Control Level	Amount
2.1	General Subfund	Seattle Fire Department	Resource Management (00100-F2000)	\$185,369
2.2	General Subfund	Seattle Fire Department	Operations (00100-F3000)	\$524,270
2.3	General Subfund	Seattle Fire Department	Fire Prevention (00100-F5000)	\$13,588
2.4	General Subfund	Seattle Fire Department	Grants & Reimbursables (00100-F6000)	\$13,750
Total				\$736,977

- b. 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?
No.
- c. Is there financial cost or other impacts of *not* implementing the legislation?
If the contract is not legislated, employees will continue to receive the same wages that became effective on January 1, 2014. 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?
Yes, there are costs and operational impacts to the Seattle Fire Department.
- b. Is a public hearing required for this legislation?
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?
No.
- e. Does this legislation affect a piece of property?
No.

- f. 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

- 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

- h. Other Issues:** None

List attachments/exhibits below:

Summary Attachment 1 – Bill Draft Version of Local 2898 Agreement