

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>Executive Contact/Phone:</b>
Seattle Department of Human Resources	Michael South/47872 Sarah Butler/47929	Jessica Wang/51759

*\* 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 the execution of a collective bargaining agreement between the City of Seattle and the Seattle Police Management Association to be effective January 1, 2014 through December 31, 2019; amending Ordinance 125207, which adopted the 2017 Budget, by increasing appropriations to the Seattle Police Department for providing the 2014, 2015, 2016, and 2017 payments therefor; and ratifying and confirming certain prior acts; all by a 3/4 vote by 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 Police Management Association (“Association”). The collective bargaining agreement is a six-year agreement on wages, benefits, hours, and other working conditions for the time period January 1, 2014 through December 31, 2019. This legislation affects approximately 69 regularly appointed City employees.

The collective bargaining agreement provides for wage adjustments of 2.75 percent in 2014, 2.25 percent in 2015, 2.25 percent in 2016, 2.75 percent in 2017, 3 percent in 2018; in 2019 wages shall be adjusted 100 percent of the increase of the Seattle CPI-W (Consumer Price Index) for June 2018 over June 2017, with a “floor” of 1.5 percent and a “ceiling” of 4 percent. Additionally, effective in January of 2014, employees will receive a 1 percent increase to the 30-year longevity premium; in 2019, employees in all other longevity levels<sup>1</sup> will receive a 1 percent increase. Effective upon ratification by the City and the Association, Lieutenants will typically receive standby pay of 10 percent of straight time pay while assigned to standby duties, consistent with such pay for other City employees.

The City and union agreed to continue health care cost sharing the same as in the previous agreements: the City will pay up to 7 percent of annual healthcare cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

---

<sup>1</sup> Longevity pay currently ranges from 5 – 12 percent of the top step rate for Police Lieutenants for 15 – 30 years of service, respectively.

Effective January of 2017, employees will receive a deferred compensation match of 1 percent of the top step base salary of Police Lieutenant. Beginning in January of 2019, employees will receive an increase to their deferred compensation match from 1 percent to 2 percent of the top step base salary of Police Lieutenant.

Additionally, the City and the Association agreed that the City may implement the accountability ordinance and civilianize certain SPD positions, to a body worn camera pilot and a 60-day timeframe to bargain impacts related to body worn cameras on an ongoing basis, to modified discipline and investigation standards, and a reopener on workforce equity issues, among other items.

The funding needed to cover the current and retroactive costs of this legislation have been held in reserve. Funding required for current year costs will be appropriated to the Seattle Police Department as part of this ordinance. Funding for retroactive payments expected in 2018 and future year costs will be appropriated through the supplemental and annual budget processes.

**2. SUMMARY OF FINANCIAL IMPLICATIONS**

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

Changes to the Seattle Police Department’s 2017 appropriations are shown in the table below. Funding in future years will be appropriated through the supplemental and annual budget processes.

Item	Fund	Department	Budget Control Level	Amount
2.1	General Subfund	Seattle Police Department	Chief of Police (P1000)	\$3,000
2.2	General Subfund	Seattle Police Department	Office of Professional Accountability (P1300)	\$9,000
2.3	General Subfund	Seattle Police Department	Patrol Operations (P1800)	\$3,000
2.4	General Subfund	Seattle Police Department	Compliance and Professional Standards Bureau (P2000)	\$21,000
2.5	General Subfund	Seattle Police Department	Special Operations (P3400)	\$24,000
2.6	General Subfund	Seattle Police Department	West Precinct Patrol (P6100)	\$15,000
2.7	General Subfund	Seattle Police Department	North Precinct Patrol (P6200)	\$24,000
2.8	General Subfund	Seattle Police Department	South Precinct Patrol (P6500)	\$15,000
2.9	General Subfund	Seattle Police Department	East Precinct (P6600)	\$15,000
2.10	General Subfund	Seattle Police Department	Southwest Precinct Patrol (P6700)	\$15,000

2.11	General Subfund	Seattle Police Department	Criminal Investigations Administration (P7000)	\$6,000
2.12	General Subfund	Seattle Police Department	Violent Crimes Investigations (P7100)	\$9,000
2.13	General Subfund	Seattle Police Department	Narcotics Investigations (P7700)	\$9,000
2.14	General Subfund	Seattle Police Department	Special Investigations (P7800)	\$12,000
2.15	General Subfund	Seattle Police Department	Special Victims (P7900)	\$9,000
2.16	General Subfund	Seattle Police Department	Administrative Operations (P8000)	\$9,000
Total				\$198,000

**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?**

Yes, other financial impacts, including the costs for retroactive 2014, 2015, 2016 and 2017 wages will be appropriated as a reserve in Finance General in the 2017 supplemental budget process.

Additionally, the 2018 and 2019 wage impacts will be appropriated through the 2018 supplemental and 2019 annual budget processes.

**c. Is there financial cost or other impacts of *not* implementing the legislation?**

If the agreement is not legislated, employees will continue to receive the same wages that became effective on January 2, 2013. 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 cost and operational impacts to SPD.

**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?**

The full implementation of the accountability ordinance and the City's commitment to constitutional policing has a positive effect on vulnerable or historically disadvantaged communities.

**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 of Agreement