

**SUMMARY and FISCAL NOTE\***

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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**

**1. 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 Officers’ Guild to be effective January 1, 2015 to December 31, 2020; amending Ordinance 125493, which amended the 2018 Budget (Ordinance 125475), by increasing appropriations to the Seattle Police Department and Police Relief and Pension Fund; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

**2. 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 Officers’ Guild (“SPOG”), collectively referred to as “the Parties.”

The collective bargaining agreement is a six-year agreement on wages, benefits, hours, and other working conditions from January 1, 2015 through December 31, 2020. This legislation affects approximately 1,250 regularly appointed City employees. It also affects approximately 720 former employees and surviving beneficiaries, who receive pension benefits through the Police Relief and Pension Fund.

The collective bargaining agreement provides for wage adjustments of 3 percent for each year in 2015, 2016, and 2017, and a wage adjustment of 3.65 percent in 2018 and 3.85 percent in 2019. In 2020, wages will be adjusted by 100 percent of the increase in the Seattle CPI-W (Consumer Price Index) for June 2019 over June 2018, with a “floor” of 1.5 percent and a “ceiling” of 4 percent, plus an additional 1 percent base salary increase that year. Beginning in January of 2018, all officers required to use body worn video cameras on duty will receive an additional 2 percent of base monthly, top-step salary pay for the classification held by the affected employee. SWAT officers will receive 10 percent of base hourly pay while assigned to be on-call. Beginning in October of 2018, officers in the traffic and gang division will switch to the patrol longevity schedule.

The Parties agreed to an increase of the City’s deferred compensation match from 3.5 percent to 4 percent of top step of Police Officer base pay, effective January of 2019.

The Parties agreed to continue health care cost sharing plans the same as in the previous agreements: the City will pay 95 percent of PPO premiums and employees will pay 5

percent of such costs; the City will pay 80 percent of managed care premiums and employees will pay 20 percent of such costs. The Parties agreed to increase certain out-of-pocket maximums for dental benefits, and to reduce the employee premium share plans to 5 percent of annual costs, effective January 2019. The City will temporarily pay employee premiums towards the Washington State Paid Family Medical leave program in 2019, with a reopener to bargain implementation of the program going forward.

The Parties also agreed to certain provisions harmonizing the Police Accountability Ordinance with the collective bargaining agreement between the City and SPOG, amendments to the Grievance Procedure, and to the civilianization of 3 positions, among other items. In addition, Memoranda of Understanding (MOUs) and other prior agreements regarding ongoing practices and policies were explicitly incorporated into the collective bargaining agreement by the Parties.

Funding required for current year costs will be appropriated to the Seattle Police Department and Police Relief and Pension Fund as part of this ordinance. Note that the funding that this ordinance appropriates for the Police Relief and Pension Fund represents only the General Fund portion of the needed contribution to support this agreement. The remaining balance will come from the Police Relief and Pension Fund. Funding for future year costs will be appropriated through the supplemental and annual budget processes. The General Fund appropriations needed for this agreement are \$40,000,000 in 2019 and \$50,000,000 in 2020.

**2. SUMMARY OF FINANCIAL IMPLICATIONS**

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

Changes to the Seattle Police Department and Police Relief and Pension Fund’s 2018 appropriations are shown in the table below. Funding in future years will be appropriated through the supplemental and annual budget processes.

<b>Item</b>	<b>Fund</b>	<b>Department</b>	<b>Budget Summary Level</b>	<b>Amount</b>
3.1	General Fund (00100)	Seattle Police Department	Administrative Operations (BO-SP-P8000)	\$384,522
3.2	General Fund (00100)	Seattle Police Department	Chief of Police (BO-SP-P1000)	\$469,971
3.3	General Fund (00100)	Seattle Police Department	Compliance and Professional Standards Bureau (BO-SP-P2000)	\$299,073
3.4	General Fund (00100)	Seattle Police Department	Criminal Investigations (BO-SP-P7000)	\$1,068,117
3.5	General Fund (00100)	Seattle Police Department	East Precinct Patrol (BO-SP-P6600)	\$7,476,817
3.6	General Fund (00100)	Seattle Police Department	Leadership and Administration (BO-SP-P1600)	\$4,486,090

3.7	General Fund (00100)	Seattle Police Department	Narcotics Investigations (BO-SP-P7700)	\$1,153,566
3.8	General Fund (00100)	Seattle Police Department	North Precinct Patrol (BO-SP-P6200)	\$10,211,196
3.9	General Fund (00100)	Seattle Police Department	Office of Police Accountability (BO-SP-P1300)	\$384,522
3;10	General Fund (00100)	Seattle Police Department	Patrol Operations (BO-SP-P1800)	\$4,016,119
3.11	General Fund (00100)	Seattle Police Department	South Precinct Patrol (BO-SP-P6500)	\$5,255,134
3.12	General Fund (00100)	Seattle Police Department	Southwest Precinct Patrol (BO-SP-P6700)	\$4,742,438
3.13	General Fund (00100)	Seattle Police Department	Special Operations (BO-SP-P3400)	\$6,323,251
3.14	General Fund (00100)	Seattle Police Department	Special Victims (BO-SP-P7900)	\$1,580,813
3.15	General Fund (00100)	Seattle Police Department	Violent Crimes (BO-SP-P7100)	\$1,879,885
3.16	General Fund (00100)	Seattle Police Department	West Precinct Patrol (BO-SP-P6100)	\$9,356,702
3.17	General Fund (00100)	Seattle Police Department	Special Investigations (BO-SP-P7800)	\$2,050,784
3.18	Police Relief and Pension Fund (61060)	Police Relief and Pension	Police Relief and Pension (BO-PP-RP604)	\$3,861,000
<b>Total</b>				<b>\$65,000,000</b>

**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. The funding that this ordinance appropriates for the Police Relief and Pension Fund represents only the General Fund portion of the needed contribution to support this agreement. The remaining balance will come from the Police Relief and Pension Fund. The General Fund appropriations needed for this agreement are \$40,000,000 in 2019 and \$50,000,000 in 2020.

**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 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 cost and operational impacts to the Seattle Police Department and Police Relief and Pension Fund.
- 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

**List attachments/exhibits below:**

Summary Attachment 1 – Bill Draft of SPOG Agreement