

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO 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

Legislation Title: AN ORDINANCE relating to City employment; establishing new wage relationships for certain job titles.

Summary and background of the Legislation:

Hydro Maintenance Workers are covered by a collective bargaining agreement between The City of Seattle and the International Brotherhood of Electrical Workers, Local 77 City Light Unit (“Local 77”), which expresses rates of pay for job titles as a percentage of a baseline rate of pay for the bargaining unit. The agreement provides that a wage review committee at City Light may hear and rule on wage relationship adjustments for job titles.

In 2018, the wage review committee determined that an increase to such wage relationships is appropriate for Hydro Maintenance Worker 1 – Generation (“HMW 1”), and Hydro Maintenance Worker II – Generation (“HMW 2”). The HMW 1 job title will see a wage relationship increase at the top step only of 64 percent of baseline wage to 75 percent of baseline wage (from \$30.41 to \$35.63 per hour in 2019). The HMW 2 job title will see a wage rate relationship increase of 67 percent of baseline wage to 79.63 percent of baseline wage (from \$31.83 to \$37.83 per hour in 2019) in 2019. The salary increase must be expressed as a relationship to baseline wage, which is \$47.51 in 2019.

Financial impacts of this wage increase is expected to be approximately \$77,000 dollars annually, which will be absorbed by the department’s existing budget authority.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes ___X___ No

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?

Employee wage increases in future years will be based on the new wage relationship established in this ordinance.

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

If this legislation is not implemented, employees will continue to receive their current rate of pay.

3. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**
This legislation will impact employees and budget resources in the City Light 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? What is the Language Access plan for any communications to the public?**
None.
- 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).**
Not applicable.

List attachments/exhibits below: None.