

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Department of Human Resources	Sarah Butler/684-7929	Jennifer Alsawadi/684-5292

** 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 compensation and benefits for certain City employees; authorizing a language premium and authorizing pay for certain scheduling changes; setting certain employee parking rates; amending Sections 4.20.055, 4.20.325, 4.28.010, 4.28.020, and 4.34.065 of the Seattle Municipal Code (SMC); adding new Sections 4.20.360 and 4.20.365 to the SMC; repealing Section 4.34.045 of the SMC; amending Ordinance 119758, last amended by Ordinance 124052; and ratifying and confirming certain prior acts.

Summary and background of the Legislation

This legislation amends the Seattle Municipal Code to authorize certain pay, benefits, and working conditions to employees not represented by a labor organization, including:

- 1) Increasing the overtime meal allowance from \$5 to \$20 (this benefit shall be extended to both regular and temporary employees).
- 2) Establishing a language premium of \$200/month to employees who are assigned to perform bilingual, translation and interpretive services (effective December 2019).
- 3) Providing notice of certain scheduling changes and authorizing overtime pay to employees when those notice requirements are not met.
- 4) Renaming the leave benefit “funeral leave” to “bereavement leave,” and increasing the amount of leave from one to two days (depending on distance travelled) to five days for close relatives. The term “close relative” is expanded to also include an employee’s legal guardian, ward, or individual over whom the employee has legal custody.
- 5) Removing the six-month waiting period for new employees to use paid vacation (effective December 2019).

This legislation also amends Ordinance 124052 to increase the employee Commute Trip Reduction parking fee from \$7/day to \$10/day, which shall be effective upon the Seattle Human Resources Director’s filing of decision to implement with the City Clerk. This contingency will allow the City to implement once bargaining with appropriate unions has concluded.

These changes are consistent with similar provisions in the tentative agreement between the City and the Coalition of City Unions. Unless otherwise noted, provisions become effective on the same date as the effective date of the ordinance.

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?

The costs generated by the proposed changes herein will be significantly different across departments depending on their use of temporary employees and where non-represented employee classifications are subject to scheduling notification, overtime meal allowances, and the need for bilingual service provision. Increasing bereavement leave and removing the six-month waiting period for use of paid vacation, will not increase direct departmental costs, unless the department has a need or requirement to backfill for employees taking such leave. Any additional costs will be borne by a variety of departmental funding sources, including the general fund. The revenue from increased parking rates was factored into the 2020 Proposed Budget.

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

If this legislation is not implemented, non-represented employees will not have access to the same level of pay, benefits, and working conditions as represented employees for the items identified in the legislation. This would be a departure from historical practice. It could also create compression and other morale issues if working conditions aren't equitably applied to represented and non-represented employees.

3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**
Yes, this legislation has financial and operational impacts for all departments with non-represented employees.
- 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?

This legislation includes enhancements to pay, benefits, and working conditions that could improve the work/life balance for all employees. The language pay premium for employees who provide language services on the job will benefit non-English speaking City customers.

- 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