

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, commonly referred to as the First Quarter 2021 Employment Ordinance; returning positions to the civil service system; adjusting the pay zone structures for 2021 for titles in the City’s discretionary pay programs; and amending Section 4.13.010 of the Seattle Municipal Code.

Summary and background of the Legislation: If passed, this legislation:

- a. Returns six positions to the civil service system. As a result of a classification review and determination, these positions no longer meet the exemption criteria.
- b. Adjusts the pay band of two titles in the Legislative Department and an associated title in the City Auditor’s Office. The adjustment would increase the pay bands of these titles to include the 2.9% Adjusted Wage Increase (AWI) for 2021 that was approved in the 2021 Adopted Budget.
- c. Amends Seattle Municipal Code (SMC) Section 4.13.010. This section of the SMC is updated to reflect a reclassification change from Administrative Specialist III to Executive Assistant, and Executive Assistant to Executive Assistant, Senior. There was no change to the civil service status for these positions.

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?

There are not costs associated with designating the civil service status of any position or adjusting a job title’s pay band. Costs associated with changes to civil service status or job title pay bands will be absorbed by departments’ existing budget authority and do not require appropriation of new funds.

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

This legislation is needed to appropriately designate civil service status and adjust job title pay bands, which can have personnel implications.

3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**
This legislation affects the Legislative Department, Seattle Department of Transportation, Seattle Public Utilities, Community Police Commission, Human Services Department, Municipal Courts, and the Seattle Department of Human Resources.
- b. **Is a public hearing required for this legislation?** No.
- c. **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?** No.
- d. **Does this legislation affect a piece of property?** No.
- e. **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?** N/A
- f. **Climate Change Implications**
1. **Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** No impact.
 2. **Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.** No impact.
- 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: None.