

## SUMMARY and FISCAL NOTE\*

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
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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; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the Seattle Police Officers’ Guild; establishing a premium pay for staffing special events and allowing additional flexibility in the City’s use of non-commissioned employees to staff special events; commencing a Dual Dispatch Alternative Response Pilot Project; removing the geographical limitation of park rangers to Downtown parks; and ratifying and confirming certain prior acts.

#### **Summary and Background of the Legislation:**

This legislation authorizes the Mayor to implement a Memorandum of Understanding (“MOU”) between The City of Seattle (the “City”) and the Seattle Police Officers’ Guild (the “Guild”). The MOU is a two-year agreement on premium pay for special events, the use of park rangers in City parks, the Dual Dispatch Alternative Response Pilot Project, and other working conditions for the period of October 1, 2023, through January 2, 2026. This legislation affects approximately 800 employees in the Seattle Police Department, approximately 24 employees in the Community Safety and Communications Center, and 28 positions in Seattle Parks and Recreation.

The MOU provides for a premium payment of \$225 for each special event worked by Guild bargaining unit members between October 1, 2023, and January 1, 2024, and a premium payment of \$225 for each special event volunteered for and selected to work between January 2, 2024, and January 2, 2026. The MOU allows the City additional flexibility in its use of limited commissioned/non-commissioned employees to fill special event assignments between January 2, 2024 and January 2, 2026.

In addition, the MOU sets forth the parameters for the City’s Dual Dispatch Alternative Response Pilot Project, to commence in the fall of 2023 and run through 2025, that will allow a dual dispatch of sworn and non-sworn personnel – Community Crisis Responders trained to deal with mental and behavioral health or social welfare issues – to certain types of nonviolent calls for service.

Finally, the MOU will modify a 2008 Park Rangers Letter of Agreement (“LOA”) to remove the geographical limitation confining park rangers exclusively to Downtown parks and allow park rangers to operate in any City parks, subject to the other limitations remaining in the LOA.

As shown in the table below, the cost for the payment of special event premiums each year is estimated to be \$3,576,600 (\$225 multiplied by 15,896, representing the average number of special event shifts annually). The total cost for the payment of special event premiums over the period of the MOU (October 1, 2023, through January 2, 2026) is estimated to be \$8,047,350 (year 2023 prorated).

<b>2023 Cost (Oct 1-Dec 31)</b>	\$894,150
<b>2024 Cost</b>	\$3,576,600
<b>2025 Cost</b>	\$3,576,600
<b>Total</b>	<b>\$8,047,350</b>

The City Council will consider an amendment to the 2024 Budget, currently under review, to cover compensation items authorized in the MOU.

**2. CAPITAL IMPROVEMENT PROGRAM**

Does this legislation create, fund, or amend a CIP Project?      \_\_\_ Yes  X  No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

Does this legislation amend the Adopted Budget?      \_\_\_ Yes  X  No

Appropriation change (\$):	General Fund \$		Other \$	
	2023	2024	2023	2024
		\$4,470,150		
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2023	2024	2023	2024
Positions affected:	No. of Positions		Total FTE Change	
	2023	2024	2023	2024

**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?**

No. The costs of executing the MOU are detailed above.

**Are there financial costs or other impacts of *not* implementing the legislation?**

If the MOU is not legislated, the City would not gain additional flexibility in its use of limited commissioned/non-commissioned employees to fill special event assignments between January 2, 2024 and January 2, 2026. Additionally, the launch of the City’s Dual Dispatch Alternative Response Pilot Project, which would allow Community Crisis Responders trained to deal with mental and behavioral health or social welfare issues to respond to certain types of nonviolent calls for service, may be diminished or delayed. Moreover, park rangers would continue to be restricted to operate only in Downtown parks.

#### 4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**  
Yes, this legislation would affect the Seattle Police Department, Seattle Parks and Recreation, and the Community Safety and Communications Center.
- 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.
  - 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.
- 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