

## 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, commonly referred to as the Fourth Quarter 2023 Employment Ordinance; returning positions to the Civil Service system; exempting a position from the Civil Service system; retitling existing titles; establishing new titles; and abrogating positions; all by a 2/3 vote of the City Council.

**Summary and Background of the Legislation:** If passed, this legislation would:

- a. Return three positions to the Civil Service System. As a result of a classification review and determination, the positions no longer meet the exemption criteria.
- b. Exempt one position from the Civil Service System. As a result of a classification review and determination, the position was reclassified to a title exempted by the Municipal Code.
- c. Retitle five existing titles with corresponding rates of pay for the Disposal Crew Chief II at Seattle Public Utilities; the Permit Process Leader at Seattle Department of Construction & Inspections; and the Evidence Warehouse, Evidence Warehouse, Senior, and Warehouse Chief—SPD within the Seattle Police Department.
- d. Establish three new titles with corresponding rates of pay for the Permit Process Leader series within the Seattle Department of Construction & Inspections.
- e. Abrogate seven OPA Review Board Member positions in the Office of Police Accountability that were no longer needed after the establishment of the Community Police Commission and Office of Inspector General in 2017.

### **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

**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. There would be no direct costs associated with these personnel actions. Any discretionary costs that might be associated with an incumbent's change in civil service status or establishing an employee's pay would be absorbed by the department's existing budget authority and would not require an appropriation of new funds. There is not an

additional cost for retitling existing titles and establishing the new titles as the pay for the new titles is within the original budget request for the allocated positions. The positions in the Office of Police and Accountability are inactive

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

This legislation is needed to appropriately designate civil service status which can have personnel implications. Not retitling the existing titles and establishing the new titles in order to properly classify positions could result in the City inappropriately paying for a body of work.

**4. OTHER IMPLICATIONS**

**a. Does this legislation affect any departments besides the originating department?**

This legislation would affect the Office of Economic Development, Department of Education and Early Learning, Seattle Office for Civil Rights, Seattle Information Technology, Seattle Public Utilities, Seattle Department of Construction & Inspections, Seattle Police Department, and the Office of Police Accountability.

**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?**

The City's 2021 Workforce Equity Update Report notes that Black, Indigenous, and People of Color (BIPOC) employees, especially BIPOC women, are underrepresented at the top levels (e.g., supervisors, high wage earners) of City employment when compared to the general population. Increasing the number of positions with Civil Service status would support the City's commitment to eliminating racial disparities and achieving workforce equity. By increasing the number of positions with Civil Service protections, especially those with opportunities for higher pay and/or additional benefits, more equity for BIPOC employees could be achieved by requiring a competitive hiring process and removing the barriers that create risk and uncertainty for employees seeking career growth.

**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