

SUMMARY and FISCAL NOTE*

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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 collective bargaining agreement between The City of Seattle and PROTEC17 Office of Emergency Management unit to be effective through December 31, 2021; and ratifying and confirming certain prior acts.

Summary and background of the Legislation: This legislation authorizes the Mayor to implement a collective bargaining agreement between The City of Seattle (“City”) and the PROTEC17 Office Of Emergency Management unit (“PROTEC17”), collectively referred to as “the Parties.” This is a new collective bargaining agreement. The unit certified PROTEC17 as their bargaining agent in May of 2021. This legislation affects approximately 13 regularly appointed City employees.

The collective bargaining agreement is an agreement on wages, benefits, hours, and other working conditions from May 18, 2021 through December 31, 2021. It provides for wage adjustments of 2.9 percent effective May 18, 2021. Union members are also eligible for a onetime equity adjustment to ensure they are paid commensurate with their union counterparts for 2021 (total 2021 pay shall equal a 2.9 percent pay increase back to January 6, 2021).

Union members will continue to be salaried employees and thus eligible to be considered for exempt status under the Fair Labor Standards Act. Union members will continue their civil service status as represented employees.

The City and PROTEC17 agreed to health care cost sharing as follows: the City will pay up to 7 percent of the annual health care cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

The collective bargaining agreement provides for other working conditions, such as a reopener on race and social justice that are mandatory subjects of bargaining, and temporary employment philosophy and practices as a workplan item for a Labor Management Leadership Committee (“LMLC”), among other items.

2. SUMMARY OF FINANCIAL IMPLICATIONS

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?

Labor Relations developed the estimate below to approximate the costs of ratifying the agreement along with other employee groups (Coalition and non-represented employees) who received the same increases. Costs for the collective bargaining agreement – which include City contributions to retirement, social security and Medicare – were included in the cost of the 2019-2020 biennial budget.

The aggregate costs of wages for the PROTEC17 agreement and Coalition agreements (as well as non-represented employees, which have historically received the same wage increases) is estimated to grow from \$977 million in 2018 to \$1,106 million in 2021.

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

Legislation is required to implement bargained changes to union members' working conditions. There may be other implications of not authorizing the legislation.

3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?** Yes, the agreement being legislated covers employees in the Office of Emergency Management.
- 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 collective bargaining agreement being legislated authorizes language pay for employees assigned to perform certain language services.
- f. **Climate Change Implications**
 1. **Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?** N/A
 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.** N/A

- 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.