

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 the Seattle Fire Chiefs Association, IAFF, Local 2898, to be effective January 1, 2019, to December 31, 2021; and amending Ordinance 126237, which adopted the 2021 Budget, by increasing appropriations to the Seattle Fire Department for providing the 2019, 2020, and 2021 payments therefor; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

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 Seattle Fire Chiefs Association, IAFF, Local 2898 (“Local 2898”). The collective bargaining agreement is a three-year agreement on wages, benefits, hours and other working conditions for January 1, 2019 through December 31, 2021. This legislation affects approximately 34 regularly appointed City employees.

The collective bargaining agreement provides for wage adjustments of 6.6 percent for 2019, 2.7 percent for 2020, and 3 percent for 2021. For payroll year 2020, longevity pay will increase 1 percent for members with 20+ years of longevity, and the City will contribute an additional 1% towards deferred compensation savings (both increases are calculated off the top step of Battalion Chief base wage). For payroll year 2021, Deputy Chiefs will receive a premium pay of 7.5 percent upon appointment of a Battalion Chief to an administrative position, and Battalion Chief premium will reduce from 10 percent to 7.5 percent. On December 22, 2021, the wage scale for all titles in the agreement will reduce from three steps to two.

The City and Local 2898 members will continue to split health care premiums with 90 percent paid by the City and 10 percent paid by union members.

The City and union also agreed to other changes to working conditions. Members may carry over 96 vacation hours to the following year (up from 72 hours a year, previously), and members will receive a minimum of one hour of pay for attending remote meetings, among other items.

2. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget? Yes No

Changes to the Seattle Fire Department's 2019, 2020, and 2021 appropriations are shown in the table below. Funding in future years will be appropriated through the annual budget process.

Item	Fund	Department	Budget Control Level	Amount
2.1	General Fund	Seattle Fire Department	Leadership and Administration (00100-BO-FD-F1000)	\$75,753
2.2	General Fund	Seattle Fire Department	Operations (00100-BO-FD-F3000)	\$2,348,331
2.3	General Fund	Seattle Fire Department	Fire Prevention (00100-BO-FD-F5000)	\$75,753
Total				\$2,499,837

- b. 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.
- c. Is there financial cost or other impacts of *not* implementing the legislation?
If the contract is not legislated, employees will continue to receive the same wages that became effective on December 17, 2017. There may be other risks associated with not implementing the legislation.

3. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?
Yes, there are costs and operational impacts to the Seattle Fire Department.
- 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.**
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:

Summary Attachment 1 – Bill Draft of Local 2898 Agreement