

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact:	CBO Contact:
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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 Third Quarter 2023 Employment Ordinance; returning seven positions to the Civil Service system; exempting a position from the Civil Service system; administratively adjusting the salaries of two titles; and establishing three new titles; all by a 2/3 vote of the City Council.

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

- a. Return seven 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 the classification review and determination, the position was reclassified to a title exempt by the Municipal Code.
- c. Administratively adjust the salaries of two titles to match the current rate of pay. In 2012, the then Personnel Director adjusted the salaries of Personnel Analyst Senior and Personnel Analyst Supervisor to match Personnel Analyst Senior–Comp and Personnel Analyst Supervisor-Comp.
- d. Establish three new titles with corresponding rates of pay for the Community Crisis Responders series within the Community Safety and Communications Center.

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 establishing the new titles as the pay for the new titles is within the original budget request for the allocated positions. There will not be a financial impact from

the salary changes as the proposed changes to the two titles are administrative as these titles are currently paid at the proposed rates.

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 implementing the administrative changes to the salaries of the two titles will perpetuate an administrative burden into our new HR system. Not 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 Finance & Administrative Services, the Human Services Department, the Office of Economic Development, the Office of Immigrant and Refugee Affairs, Seattle Public Utilities, Seattle Information and Technology, and 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