

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; authorizing execution of a Memorandum of Agreement between The City of Seattle and the Professional and Technical Employees, Local 17; regarding the accretion of the Fire Protection Engineer classification series; and ratifying and confirming certain prior acts.

Background:

This legislation authorizes the Mayor to implement a Memorandum of Agreement between The City of Seattle and PROTEC17 regarding the accretion of the Fire Protection Engineer classification series into the Professional and Technical Employees, Local 17 (PROTEC17) - Strategic Advisors and Managers collective bargaining agreement (CBA), between July 7, 2025, and December 31, 2026.

On March 10, 2025, the Washington Public Employment Relations Commission certified PROTEC17 as the exclusive bargaining representative for employees in the Fire Protection Engineer classification series (Fire Protection Engineer, Fire Protection Engineer, Sr., and Fire Protection Engineer, Supervisor) at the Seattle Fire Department (SFD). This legislation affects approximately 5 regularly appointed City employees.

In addition to the provisions of the “Memorandum of Agreement by and between The City of Seattle and PROTEC17 Re: Accretion of Fire Protection Engineers Series” (MOA), there will be new salary ranges and conditions of placement based on the

historical alignment with Structural Plan Engineers Series. Merit leave and executive leave will also be included. In addition, The City and PROTEC17 – City of Seattle Strategic Advisors and Managers CBA agree to apply all provisions of the CBA and this Agreement, retroactive to July 7, 2025, to the Fire Protection Engineer classification series at the SFD.

Summary Attachments:

Summary Attachment 1 – Costing for the Accretion of the Fire Protection Engineer Series

2. Capital Improvement Program (CIP)

Does this legislation create, fund, or amend a CIP Project?

☐ Yes

☒ No

3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

Labor Relations developed estimates in Summary Attachment 1 – Costing for the Accretion of the Fire Protection Engineer Series, to approximate the costs of ratifying this MOA.

The City Budget Office will include additional appropriations for the Seattle Fire Department to cover the costs associated with this agreement in the Year-End Supplemental Appropriations Ordinance transmitted to the City Council in September 2026. The one-time cost of this legislation for a 2025 retroactive payment is estimated to be \$224,773.20. The ongoing cost of this legislation for 2026 and future years is approximately \$225,000 per year. The costs of this agreement are entirely borne by the General Fund.

a. Expenditure Change to General Fund

2026	2027 est.	2028 est.	2029 est.	2030 est.
\$224,773	\$225,000	\$225,000	\$225,000	\$225,000

3d. Other Financial Impacts

- a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.**

Yes, separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

- b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?**

Separate, future legislation, as required, will be forwarded by the City Budget Office to authorize additional appropriations for City departments.

- c. What financial costs or other impacts might happen if this legislation is not implemented?**

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks if this legislation is not authorized.

- d. How might this legislation affect other City departments besides the one that proposed it? N/A**

4. Other Impacts

- a. Does this legislation require a public hearing?**

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

This collective bargaining agreement includes enhancements to pay and working conditions for union members, some of whom are BIPOC and women.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

N/A

2. What is the Language Access Plan for communicating with the public about this legislation?

N/A

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No.