

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; adopting a 2026 Citywide Position List.

Background: This legislation presents a 2026 Citywide Position List, shown in Exhibit A, which includes all the authorized officer and employee positions in each department as of January 1, 2026 (or later if otherwise indicated), and indicates whether the positions are part-time or full-time. The legislation fulfills an administrative function and does not have a substantive impact to City operations, employees, funds, or present other implications to the City.

The 2026 Citywide Position List (Exhibit A) reflects a point-in-time look at positions on January 1, 2026. Positions in this list may have already been modified by administrative or legislative action that occurred on or after January 1, 2026. Administrative actions include reclassifications by the Seattle Human Resources Director. It should be noted that positions in Exhibit A will remain in effect unless they have been or are in the future changed by administrative or legislative action.

If Exhibit A contains any positions exempt from the Civil Service, those have already been authorized by a prior two-thirds vote by the City Council.

Summary Attachments:

Summary Exhibit 1 – 2025/2026 Citywide Total Position Count by Department

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

There are no costs associated with not implementing this legislation.

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.

No. This legislation does not have direct financial implications.

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?

No. This legislation does not have direct financial implications.

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

No. This legislation does not have direct financial implications.

d. How might this legislation affect other City departments besides the one that proposed it?

This legislation reflects a Citywide position list but does not have a substantive impact on any department.

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?

No

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.

N/A

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

N/A

3. 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?

N/A