

May 20, 2022

MEMORANDUM

To: Seattle City Council
From: Karina Bull, Analyst
Subject: CB 120324: 2022 AWI and Holiday Appropriations

On May 24, 2021, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120324](#), legislation that would appropriate funds to City of Seattle (City) departments to implement personnel ordinances for employee compensation and new holidays. This memo provides a high-level summary of the legislation, including financial impacts, and identifies next steps.

Summary

This legislation would appropriate funds to City departments to implement six personnel ordinances adopted by the City between December 2021 and April 2022. Table 1 summarizes the ordinances.

Table 1. Summary of ordinances

Ordinance	Subject	Summary
Employee compensation		
126516	Coalition MOU	Approved a Memorandum of Understanding (MOU) between the City and the Coalition of City Unions (Coalition) from January 1 through December 31, 2022. <ul style="list-style-type: none"> • Four percent AWI • Effective January 5, 2022 • Covers approximately 6,028 regularly appointed and temporary City employees represented by the Coalition
126503	Non-Represented Employee Wages	Approved a wage increase in 2022 for City employees in certain non-represented job titles. <ul style="list-style-type: none"> • Four percent AWI • Effective January 5, 2022 • Covers approximately 1,806 non-represented employees
126504	Pay Zone	Adjusted the pay bands in 2022 for discretionary pay programs. <ul style="list-style-type: none"> • 7.016 percent pay band adjustment¹ • Effective January 5, 2022 • Covers approximately 2,000 employees in discretionary pay programs²

¹ The 7.016 percent reflected a compounded increase of 2.9 percent to align with the 2021 AWI for represented employees in the Coalition and Coalition-like unions and 4 percent to align with the 2022 AWI in Ordinance 126516.

² Employees in discretionary pay programs became eligible for a salary increase within the adjusted pay band, subject to the discretion of the appointing authority (i.e., head of department)

Ordinance	Subject	Summary
126565	Signal Electricians Local 77 MOU	<p>Approved an MOU with Seattle Department of Transportation employees represented by Local 77 from January 23, 2021, through January 22, 2023.</p> <ul style="list-style-type: none"> • 2.5 percent AWI would apply to base wage rates in 2021 • 4 percent AWI would apply to base wage rates in 2022 • Effective January 23, 2022 • Covers approximately 25 employees
Holidays		
126505	Juneteenth	Established Juneteenth as a legal holiday for City employees and a parking holiday for the public.
126599	New Holidays	Established Indigenous Peoples' Day as a legal holiday for City employees and parking holiday for the public.

Financial Impacts

This legislation would appropriate \$33.5 million to implement these ordinances (\$32.8 million for the wage adjustments and \$756,000 for the holidays). The Executive held funds to cover the costs of wage adjustments and Indigenous People's Day in the reserves for the General Fund and in some department funds. Funds to cover the staffing costs of the Juneteenth holiday were appropriated in Finance General in the 2022 Adopted Budget and will be transferred to department budgets through this legislation.

Next Steps

If the Council votes to approve CB 120324, the Executive will have authority to appropriate funds to City departments to cover costs of employee wage adjustments and two new holidays.

Please contact me if you have questions about this proposed legislation.

cc: Aly Pennucci, Deputy Director
Yolanda Ho, Lead Analyst