

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 agreements between The City of Seattle and certain City unions; authorizing compensation for certain City employees not covered by a collective bargaining agreement; and ratifying and confirming certain prior acts.

Summary and background of the Legislation:

This legislation authorizes three tentative agreements to provide “acknowledgement pay” to qualifying employees represented by certain City unions, and to employees not covered by a collective bargaining agreement. The City is authorized to execute any of the agreements with City unions whose membership has ratified it.

The intent of the legislation is to acknowledge hardships, offset additional costs, and retain front-line City employees who continued to deliver in-person, essential City services during the COVID-19 public health emergency. Employees shall be eligible for a one-time payment of up to \$1,750 (\$100/month), pro-rated by the number of hours and months they worked at a City worksite, retroactive to March 2020. The payment is structured so that employees cannot qualify for both the maximum acknowledgement pay and the telework reimbursement, although it is possible to receive a partial, pro-rated amount if they worked the required in-person hours.

The City Budget Office has calculated a preliminary cost estimate based on the terms in the tentative agreement and is holding reserves in the General Fund. Once an employee attestation and management review process is completed, and the timing for payments is settled, the City Budget Office will appropriate funds to departments in either 2021 or 2022.

2. 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?

Yes, this agreement will affect the budgets for almost all City departments. Subsequent legislation is being prepared once the timing of payments and amounts by department and Fund are determined.

Is there financial cost or other impacts of *not* implementing the legislation?

If the agreements are not legislated, employees will not be authorized to receive the compensation provided therein. 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?**
Compensation provided for by this legislation will be paid to qualifying employees in all City departments.
- 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?**
Many in-person services have been provided during the COVID-19 public health emergency by employees in lower paying job titles. The City seeks to ensure employees providing in-person services are recognized and compensated for their hardships and their dedication.
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**
N/A
 - 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: None.