

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
RET	Paige Alderete	Alexandria Zhang

1. BILL SUMMARY

Legislation Title: A RESOLUTION amending Resolution 31334; establishing the City Council's intent to fund the Seattle City Employees' Retirement System as informed by the January 1, 2025 Actuarial Study.

Summary and Background of the Legislation: Per Resolution 31334 the City has committed to appropriate annually sufficient funds to make contributions to the retirement system to a level not less than the actuarial required contribution for that year as determined by the most recent actuarial valuation of the retirement systems liabilities. This resolution provides City Council approval of the 2026 contribution rate in compliance with Resolution 31334. The combined contribution rate for 2026 will decrease from 24.00 percent to 23.78 percent. The City's portion of the combined contribution rate for 2026 will decrease from 15.17 percent to 15.06 percent of regular payroll into SCERS. This contribution rate is consistent with the recommendation of the SCERS Board of Administration as provided to the City Council under Seattle Municipal Code 4.36.505 A.

2. CAPITAL IMPROVEMENT PROGRAM

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
The 2026 contribution occurs through approval of the 2026 budget.

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

Approval of this contribution rate affirms the City's commitment in 2026 to fund the retirement system's pension liability per Resolution 31334.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Please describe any financial costs or other impacts of *not* implementing the legislation.

Not implementing the full actuarially required contribution in 2026 would go against Council Resolution 31334, would place greater cost burden on the City and potentially members in future years to fund the pension system. Not meeting the required contribution would be reflected on the System's financial audit, valuation, and the City's ACFR.

4. OTHER IMPLICATIONS

a. Please describe how this legislation may affect any departments besides the originating department.

This legislation is the vehicle through which the SCERS Board conveys the updated actuarially required employer contribution rate to the Council as called for in Council Resolution 31334. The implementation of the rate change occurs through the adoption of the City's Budget Adoption Ordinance. The employer contribution rate approved with this Resolution, will affect all other City departmental budgets.

b. Does this legislation affect a piece of property? If yes, please attach a map and explain any impacts on the property. Please attach any Environmental Impact Statements, Determinations of Non-Significance, or other reports generated for this property.

No.

c. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.

No impact

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

N/A

iii. What is the Language Access Plan for any communications to the public?

N/A

d. Climate Change Implications

i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.

N/A

- ii. **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

- e. **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)? What mechanisms will be used to measure progress towards meeting those goals?

N/A

5. CHECKLIST

- ☐ Is a public hearing required?
- ☐ Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required?
- ☐ If this legislation changes spending and/or revenues for a fund, have you reviewed the relevant fund policies and determined that this legislation complies?
- ☐ Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?

6. ATTACHMENTS

Summary Attachments: None.