

BILL SUMMARY & FISCAL NOTE

Department:	Contact Person/Phone:	Executive Contact/Phone:
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1. BILL SUMMARY

Legislation Title:

AN ORDINANCE relating to City employment commonly referred to as the First Quarter 2015 Employment Ordinance; establishing new titles and salaries; establishing a premium pay for certain licensing requirements at Seattle Center; amending Ordinance 124648; increasing funds for the Human Services Operating Fund; designating positions as exempt from Civil Service status; authorizing the execution of a Memorandum of Agreement between The City of Seattle and Public Service and Industrial Employees Local 1239 and a Memorandum of Agreement between The City of Seattle and International Union of Operating Engineers Local 286; and ratifying and confirming prior acts; all by a three-fourths vote of the City Council.

Summary and background of the Legislation:

This legislation seeks to 1) establish a new title and new salaries, 2) establish a premium pay for certain licensing requirements at Seattle Center, 3) amend Ordinance 124648, which adopted the City's 2015 Budget, 4) increase funds for Human Services Operating Fund, 5) designate six positions as exempt from Civil Service status, 6) authorize the execution of a Memorandum of Agreement ("MOA") between The City of Seattle and Public Service and Industrial Employees Local 1239, and authorize the execution of an MOA between The City of Seattle and International Union of Operating Engineers, Local 286.

1. This ordinance seeks to establish a new title and corresponding rate of pay and new salaries for existing titles.
2. This ordinance seeks to establish a premium pay for certain positions at Seattle Center who are required to obtain a Grade II or above Steam Engineer's License.
3. This ordinance seeks to amend Ordinance 124648, which adopted the City's 2015 Budget, in order to pay for necessary costs and expenses.
4. This ordinance seeks to transfer funds from the General Subfund to the Human Services Operating Fund in order to pay for necessary costs and expenses.
5. This ordinance seeks to establish six positions as exempt from Civil Service status. The nature of the work to be performed by the positions is consistent with the exemption criteria set forth in Seattle Municipal Code Section 4.13.010 and Personnel Rule 2.2. These position changes create a minor cost increase for the affected departments, which will be funded within the existing budget authority.
6. This ordinance seeks to authorize the execution of two MOAs with two City unions. The MOA between The City of Seattle and Public Service and Industrial Employees Local

1239 authorizes the adoption of the new job title of Aquatics Technical Supervisor and corresponding rates of pay. The MOA between The City of Seattle and International Union of Operating Engineers Local 286 provides for a 10 percent premium pay for the Heating, Ventilation, and Air Conditioning (HVAC) Technician classification and in Building Operating Engineer classifications except Trainee who are required to obtain a Grade II or above Steam Engineer’s license at Seattle Center.

2. CAPITAL IMPROVEMENT PROGRAM

N/A

3. SUMMARY OF FINANCIAL IMPLICATIONS

X This legislation has direct financial implications.

3.a. Appropriations

X This legislation adds, changes, or deletes appropriations.

Fund Name and number	Dept	Budget Control Level Name/##*	2015 Appropriation Change	2016 Estimated Appropriation Change
General Subfund (00100)	Finance General	Reserves/QD000	(\$294,257)	
Human Services Operating Fund (16200)	Human Services Department	Youth and Family Empowerment/H20YF	\$294,257	
TOTAL			\$0	

Appropriations Notes:

In the 2015 Budget, reserves were set aside to bring existing positions up to \$15 minimum wage in 2015. This legislation increases the wage only for the Summer Youth Employment Program and the High School Intern Program. This budget action moves the funds reserved for the wage increase for the Summer Youth Employment Program from Finance General to the Human Services Department. High School Intern costs will be absorbed by departments and do not need an increase in appropriation authority.

4. OTHER IMPLICATIONS

a) **Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**

The estimated costs associated with this legislation are summarized in fiscal Note Attachment 1 and will be funded through departments’ existing budgets.

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

N/A

c) Does this legislation affect any departments besides the originating department?

This legislation will affect the Seattle Public Utilities Department, the Department of Parks & Recreation, the Seattle Center, the Human Services Department, the Department of Finance & Administrative Services, the Seattle Police Department, the Seattle City Light Department, and the Department of Education & Early Learning.

d) Is a public hearing required for this legislation?

No

e) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

f) Does this legislation affect a piece of property?

No

g) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?

N/A

h) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.

N/A

i) Other Issues:

N/A

List attachments below:

Attachment 1 - Implementation Sheet