



CITY OF SEATTLE

City Council

Agenda

Monday, October 11, 2021

2:00 PM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

M. Lorena González, President

Lisa Herbold, Member

Debora Juarez, Member

Andrew J. Lewis, Member

Tammy J. Morales, Member

Teresa Mosqueda, Member

Alex Pedersen, Member

Kshama Sawant, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Lorena.González@seattle.gov

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<http://seattle.gov/cityclerk/accommodations>.



CITY OF SEATTLE

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Meeting Location:

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or Seattle Channel online.

Committee Website:

<http://www.seattle.gov/council>

Pursuant to Washington State Governor's Proclamation No. 20-28.15 and Senate Concurrent Resolution 8402, this public meeting will be held remotely. Meeting participation is limited to access by the telephone number provided on the meeting agenda, and the meeting is accessible via telephone and Seattle Channel online.

Register online to speak during the Public Comment period at the 2:00 p.m. City Council meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the City Council meeting will begin two hours before the 2:00 p.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to all Councilmembers at Council@seattle.gov
Sign-up to provide Public Comment at the meeting at

<http://www.seattle.gov/council/committees/public-comment>

Watch live streaming video of the meeting at

<http://www.seattle.gov/council/watch-council-live>

Listen to the meeting by calling the Council Chamber Listen Line at 253-215-8782 Meeting ID: 586 416 9164

One Tap Mobile No. US: +12532158782,,5864169164#

A. CALL TO ORDER

B. ROLL CALL

C. PRESENTATIONS

D. APPROVAL OF THE JOURNAL

[Min 349](#) September 27, 2021

Attachments: [Minutes](#)

[Min 350](#) October 4, 2021

Attachments: [Minutes](#)

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR

Introduction and referral to Council committees of Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF) for committee recommendation.

[IRC 321](#) October 11, 2021

Attachments: [Introduction and Referral Calendar](#)

F. APPROVAL OF THE AGENDA**G. PUBLIC COMMENT**

Members of the public may sign up to address the Council for up to 2 minutes on matters on this agenda; total time allotted to public comment at this meeting is 20 minutes.

Register online to speak during the Public Comment period at the 2:00 p.m. City Council meeting at <http://www.seattle.gov/council/committees/public-comment>.

Online registration to speak at the City Council meeting will begin two hours before the 2:00 p.m. meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

H. PAYMENT OF BILLS

These are the only Bills which the City Charter allows to be introduced and passed at the same meeting.

- [CB 120187](#) AN ORDINANCE appropriating money to pay certain audited claims for the week of September 27, 2021 through October 1, 2021 and ordering the payment thereof.

I. COMMITTEE REPORTS

Discussion and vote on Council Bills (CB), Resolutions (Res), Appointments (Appt), and Clerk Files (CF).

CITY COUNCIL:

1. [CB 120186](#) 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.

Attachments: [Att 1 - Agreement - Coalition of City Unions and Certain Other Signatory Unions](#)
[Att 2 - Agreement - International Association of Fire Fighters Local 27](#)
[Att 3 – MOU - Municipal Court and Local Union 763](#)

Supporting Documents: [Summary and Fiscal Note](#)
[Central Staff Memo](#)
[Memo Att: Proposed Amendment A](#)

J. ADOPTION OF OTHER RESOLUTIONS

K. OTHER BUSINESS

L. ADJOURNMENT



Legislation Text

File #: Min 349, **Version:** 1

September 27, 2021

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Monday, September 27, 2021

2:00 PM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
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City Council

M. Lorena González, President

Lisa Herbold, Member

Debora Juarez, Member

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Tammy J. Morales, Member

Teresa Mosqueda, Member

Alex Pedersen, Member

Kshama Sawant, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Lorena.González@seattle.gov

In-person attendance is currently prohibited per Washington State Governor's Proclamation 20-28.15, until the COVID-19 State of Emergency is terminated or Proclamation 20-28 is rescinded by the Governor or State legislature. Meeting participation is limited to access by telephone conference line and online by the Seattle Channel.

A. CALL TO ORDER

The City Council of The City of Seattle met remotely pursuant to Washington State Governor's Proclamation 20-28.15, and guidance provided by the Attorney General's Office, on September 27, 2021, pursuant to the provisions of the City Charter. The meeting was called to order at 2:01 p.m., with Council President González presiding.

B. ROLL CALL

The following Councilmembers were present and participating electronically:

Present: 6 - González , Morales, Mosqueda, Pedersen, Sawant, Strauss

Excused: 1 - Juarez

Late Arrival: 2 - Herbold, Lewis

Motion was made, duly seconded and carried, to excuse Councilmember Juarez from the September 27, 2021 City Council meeting.

Councilmember Herbold joined the meeting at 2:02 p.m.

C. PRESENTATIONS

Shefali Ranganathan, Deputy Mayor, delivered Mayor Durkan's 2022 Budget Message to the City Council, and the written message was added to item 1, Clerk File 314485.

Councilmember Lewis joined the meeting at 2:04 p.m.

Councilmember Herbold presented a Proclamation recognizing Diaper Need Awareness Week. By unanimous consent, the Council Rules were suspended to allow Councilmember Herbold to present the Proclamation, and to allow Toni Sarge, Director of Public Affairs of WestSide Baby, to address the Council.

D. APPROVAL OF THE JOURNAL

There were no Minutes presented for approval.

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR

[IRC 319](#) **September 27, 2021****ACTION 1:**

Motion was made and duly seconded to adopt the proposed Introduction and Referral Calendar (IRC).

ACTION 2:

Motion was made by Councilmember Lewis, duly seconded and carried, to amend the proposed Introduction and Referral Calendar by introducing Resolution 32021, and by referring it to the City Council.

Resolution 32021, A RESOLUTION declaring that the investigation, arrest, and prosecution of anyone engaging in entheogen-related activities should be among The City of Seattle's lowest law enforcement priorities and stating the Council's support for full decriminalization of these activities.

ACTION 3:

Motion was made and duly seconded to adopt the proposed Introduction and Referral Calendar as amended.

The Motion carried, and the Introduction & Referral Calendar (IRC) was adopted as amended by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

F. APPROVAL OF THE AGENDAACTION 1:

Motion was made and duly seconded to adopt the proposed Agenda.

ACTION 2:

Motion was made by Councilmember Strauss, duly seconded and carried, to amend the proposed Agenda by moving Agenda item 19, Council Bill 120153, before item 11, Council Bill 119585.

Council Bill 120153, AN ORDINANCE relating to land use and zoning; adding a new Section 23.49.167 to the Seattle Municipal Code to provide alternative development standards for small lots located in Downtown Mixed Residential zones.

ACTION 3:

Motion was made by Councilmember Morales, duly seconded and carried, to amend the proposed Agenda by removing Agenda item 14, Appointment 01619.

Appointment 01619, Appointment of Harmony Leanna Eichsteadt as member, Seattle Women's Commission, for a term to July 1, 2021.

ACTION 4:

Motion was made, duly seconded and carried, to adopt the proposed Agenda as amended.

G. PUBLIC COMMENT

By unanimous consent, the Council Rules were suspended to provide a 60 minute Public Comment period.

The following individuals addressed the Council:

Kate Rubin
Howard Gale
Hannah Swoboda
Blythe Serrano
Jessica Scalzo
Eva Metz
Travonna Thompson-Wiley
Jacob Schear
LeTania Severe
Alice Mar-Abe
Alycia Lewis
Brett Frank-Looney
Liam Easton-Calabria
Charlotte Thistle
Matthew Wylder
David Haines
Daniel Wang
Daniel Swanson
Logan Swan
Stefanie Addy
Josh Smith
Leah Salerno
Margot Stewart
Barbara Phinney
MariLyn Yim
Patrick Gibson
Kevin Vitz-Wong
Greyson Van Arsdale
Aden Nardone
Kurt Ofsthus
Sonja Ponath
Matthew Offenbacher
Julie Bouanna
Heather Steiner
Tamar Wilson
Joey Lopez
Jess Wallach
Joseph Brave Boy

QoQo Weber
Ashley Thirkill
Donald King
Jason Walsh
William Shadbolt
Sheri Druckman
Greg Cerbana
Selene Russo
Addie Smith
Star Willey
Kathryn Dawson
Gabriel Mahan

H. PAYMENT OF BILLS

[CB 120183](#) **AN ORDINANCE appropriating money to pay certain audited claims for the week of September 13, 2021 through September 17 2021 and ordering the payment thereof.**

Motion was made and duly seconded to pass Council Bill 120183.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

I. COMMITTEE REPORTS

CITY COUNCIL:

1. [CF 314485](#) **Mayor Jenny A. Durkan’s Budget Address on the 2022 Budget.**

Motion was made and duly seconded to accept and file Clerk File 314485.

The Motion carried, and the Clerk File was accepted and filed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

2. [CB 120157](#) **AN ORDINANCE relating to affordable housing on properties owned or controlled by religious organizations; modifying affordability requirements adopted in Ordinance 126384; and amending Section 23.42.055 of the Seattle Municipal Code and Section 10 of Ordinance 126384.**

ACTION 1:

Motion was made and duly seconded to pass Council Bill 120157.

ACTION 2:

Motion was made by Councilmember Herbold and duly seconded, to amend Council Bill 120157, by amending Section 1, Seattle Municipal Code Section 23.42.055.C, as shown on Attachment 1 to the Minutes.

The Motion failed by the following vote:

In Favor: 3 - Herbold, Pedersen, Sawant

Opposed: 5 - González, Lewis, Morales, Mosqueda, Strauss

ACTION 3:

Motion was made and duly seconded to pass Council Bill 120157.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 5 - González, Lewis, Morales, Mosqueda, Strauss

Opposed: 3 - Herbold, Pedersen, Sawant

3. [Appt 02039](#) **Appointment of Lauren Kush as member, Pioneer Square Preservation Board, for a term to March 1, 2022.**

Motion was made and duly seconded to confirm Appointment 02039.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González, Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

4. [Appt 02040](#) **Appointment of Maureen R. Elenga as member, Pioneer Square Preservation Board, for a term to March 1, 2022.**

Motion was made and duly seconded to confirm Appointment 02040.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

5. [Appt 02041](#) **Reappointment of Lynda Collie as member, Pioneer Square Preservation Board, for a term to March 1, 2022.**

Motion was made and duly seconded to confirm Appointment 02041.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

6. [Appt 02042](#) **Reappointment of Alex Rolluda as member, Pioneer Square Preservation Board, for a term to March 1, 2022.**

Motion was made and duly seconded to confirm Appointment 02042.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

7. [Appt 02043](#) **Reappointment of Felicia M. Salcedo as member, Pioneer Square Preservation Board, for the term to March 1, 2022.**

Motion was made and duly seconded to confirm Appointment 02043.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

8. [Appt 02044](#) **Appointment of Lindsey M. Pflugrath as member, Pioneer Square Preservation Board, for a term to March 1, 2023.**

Motion was made and duly seconded to confirm Appointment 02044.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

9. [Appt 02045](#) **Reappointment of Kianoush Naficy Curran as member, Pioneer Square Preservation Board, for a term to March 1, 2023.**

Motion was made and duly seconded to confirm Appointment 02045.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

10. [Appt 02046](#) **Appointment of Jose Lorenzo-Torres as member, Pioneer Square Preservation Board, for a term to March 1, 2024.**

Motion was made and duly seconded to confirm Appointment 02046.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

LAND USE AND NEIGHBORHOODS COMMITTEE:

19. [CB 120153](#) **AN ORDINANCE relating to land use and zoning; adding a new Section 23.49.167 to the Seattle Municipal Code to provide alternative development standards for small lots located in Downtown Mixed Residential zones.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 4 - Strauss, Juarez, Lewis, Pedersen

Opposed: None

ACTION 1:

Motion was made by Councilmember Lewis, duly seconded and carried, to amend Council Bill 120153, by amending Section 1, Seattle Municipal Code 23.49.167, as shown on Attachment 2 to the Minutes.

ACTION 2:

Motion was made and duly seconded to pass Council Bill 120153 as amended.

The Motion carried, the Council Bill (CB) was passed as amended by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

SUSTAINABILITY AND RENTERS' RIGHTS COMMITTEE:

11. [CB 119585](#) **AN ORDINANCE relating to residential rental properties; requiring a minimum of 180 days' prior written notice to tenants whenever the housing costs to be charged a tenant are to increase; and amending Sections 7.24.030, 22.202.080, and 22.206.180 of the Seattle Municipal Code.**

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 4 - Sawant, Morales, Juarez, Lewis

Opposed: None

Abstain: 1 - Pedersen

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 7 - González , Herbold, Lewis, Morales, Mosqueda, Sawant, Strauss

Opposed: 1 - Pedersen

12. [CB 120173](#) **AN ORDINANCE relating to relocation assistance for economically displaced tenants; requiring the payment of economic displacement relocation assistance to households that are vacating a housing unit after receiving notice of a rent increase of ten percent or more or of less than ten percent where the cumulative effect for the household's tenancy is ten percent or more; and adding a new Chapter 22.212 to the Seattle Municipal Code.**

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 4 - Sawant, Morales, Lewis, Pedersen

Opposed: None

Abstain: 1 - Juarez

ACTION 1:

Motion was made by Councilmember Sawant, duly seconded and carried, to amend Council Bill 120173, Section 4, as shown on the underlined and strike through language below:

Section 4. Section 2 of this ordinance shall take effect and be in force July 1, 2022 ~~180 days after the effective date of this ordinance.~~

ACTION 2:

Motion was made by Councilmember Sawant and duly seconded, to amend Council Bill 120173, Recitals and Section 2, as shown on Attachment 3 to the Minutes.

The Motion failed by the following vote:

In Favor: 3 - González, Morares, Sawant

Opposed: 5 - Herbold, Lewis, Mosqueda, Pedersen, Strauss

ACTION 3:

Motion was made and duly seconded to pass Council Bill 120173 as amended.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

COMMUNITY ECONOMIC DEVELOPMENT COMMITTEE:

13. [CB 120162](#) **AN ORDINANCE establishing a new 15th Avenue East Business Improvement Area (BIA); levying special assessments upon owners of commercial property, multi-family residential property, and mixed-use property within the area; providing for the deposit of revenues in a special account and expenditures therefrom; providing for collection of and penalties for delinquencies; providing for the establishment of a BIA Advisory Board; providing for an implementation agreement with a Program Manager; and ratifying and confirming certain prior acts.**

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

14. [Appt 01619](#) **Appointment of Harmony Leanna Eichsteadt as member, Seattle Women’s Commission, for a term to July 1, 2021.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

Item 14, Appt. 01619, was removed from the City Council Agenda.

15. [Appt 02035](#) **Reappointment of Diya Khanna as member, Seattle Women's Commission, for a term to July 1, 2022.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

16. [Appt 02036](#) **Reappointment of Whitney Nakamura as member, Seattle Women's Commission, for a term to July 1, 2022.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

17. [Appt 02037](#) **Reappointment of Min Pease as member, Seattle Women's Commission, for a term to July 1, 2023.**

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

- 18. [Appt 02038](#) Reappointment of Jamilah Williams as member, Seattle Women’s Commission, for a term to July 1, 2023.

The Committee recommends that City Council confirm the Appointment (Appt).

In Favor: 5 - Morales, Lewis, Juarez, Pedersen, Sawant

Opposed: None

The Appointment (Appt) was confirmed by the following vote:

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

FINANCE AND HOUSING COMMITTEE:

- 20. [CB 120178](#) AN ORDINANCE amending Ordinance 126237, which adopted the 2021 Budget; changing appropriations to various departments and budget control levels, and from various funds in the Budget; and lifting a proviso; all by a 3/4 vote of the City Council.

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 5 - Mosqueda, Herbold, González , Lewis, Strauss

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

J. ADOPTION OF OTHER RESOLUTIONS

There were none.

K. OTHER BUSINESS

There was none.

L. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 5:08 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on October 11, 2021.

M. Lorena González, Council President of the City Council

Monica Martinez Simmons, City Clerk

Att 1 - Action 2 of CB 120157

Att 2 - Action 1 of CB 120153

Att 3 - Action 2 of CB 120173

Att 1 – Action 2 of CB 120157

Amendment 1
to
Council Bill 120157
Sponsor: Herbold

Amend Section 1 of Council Bill 120157 as shown:

Section 1. Section 23.42.055 of the Seattle Municipal Code, enacted by Ordinance 126384, is amended as follows:

23.42.055 Low-income housing on property owned or controlled by a religious organization

* * *

C. Affordability requirements

1. Eligible households. All dwelling units or congregate residence sleeping rooms permitted pursuant to this Section 23.42.055 shall serve only:

a. For rental units,

1) ~~((households))~~ Households with incomes no greater than 60 percent of median income, adjusted by household size, or

2) In the Rainier Beach Urban Village, Othello Urban Village, Westwood-Highland Park Urban Village, South Park Urban Village, Bitter Lake Urban Village, Columbia City Urban Village, Lake City Urban Village, North Beacon Hill Urban Village, North Rainier Urban Village, 23rd & Jackson Urban Village, University District Urban Center, First Hill/Capitol Hill Urban Center, and Downtown Urban Center, households with incomes no greater than 80 percent of median income, adjusted by household size.

~~((1) In development with a complete Master Use Permit application, if required, or complete building permit application filed by July 1, 2022, households with incomes no greater than 80 percent of median income, adjusted by household size, or~~

~~2) In development with a complete Master Use Permit application, if required, or complete building permit application filed after July 1, 2022, households with incomes no greater than 80 percent of median income, adjusted by household size, and average household income across all units in the project no greater than 60 percent of median income.))~~

b. For ownership units, households with incomes no greater than 80 percent of median income, adjusted by household size.

2. Duration. The obligation to provide dwelling units meeting the requirements of subsection 23.42.055.B shall last for a period of 50 years from the date of the certificate of occupancy or, if a certificate of occupancy is not required, from the date of the final building permit inspection for the development to which this Section 23.42.055 applies.

3. Affordable rent. Monthly rent shall not exceed 30 percent of ~~((80 percent of median income))~~ the applicable income limit established by subsection 23.42.055.C.1. For purposes of this subsection 23.44.055.C.3, "monthly rent" includes a utility allowance for heat, gas, electricity, water, sewer, and refuse collection, to the extent such items are not paid for tenants by the owner, and any recurring fees that are required as a condition of tenancy.

Att 2 – Action 1 of CB 120153

Amendment 1
to
CB 120153 - OPCD Belltown Small Lot Development ORD
Sponsor: CM Lewis

Amend subsections B and C and delete subsection D of proposed Seattle Municipal Code section 23.49.167 as shown on pages 2 and 3 of Council Bill 120153, as follows:

* * *

B. Lot coverage

1. For lots 8,000 square feet or less in size, development must meet one of the following:

a. Portions of structures above 25 feet in height shall not exceed a lot coverage of 80 percent; or

b. Portions of structures above 25 feet in height shall not exceed a lot coverage of 85 percent and the development ~~does shall~~ not exceed a height of 135 feet, excluding rooftop features and any additional height granted by the Living Building Pilot program in Section 23.40.060.

2. For lots greater than 8,000 square feet ~~but and~~ 14,500 square feet or less in size, portions of structures above 45 feet in height shall not exceed a lot coverage of 75 percent and the development shall not exceed a height of 145 feet, excluding rooftop features and any additional height granted by the Living Building Pilot program in Section 23.40.060.

C. Maximum width and depth

1. The maximum width and depth for any portion of a structure above 45 feet in height is ~~100~~ 95 feet on avenues and 120 feet on east/west streets. The maximum applies to the width and depth of portions of structures as measured parallel to any street lot line.

2. Any portion of a structure above 45 feet in height shall be separated horizontally by at least 20 feet at all points from any other portion of a structure on the lot above 45 feet in height.

D. Green street setbacks. If the structure is located on the northern side of the green street on a lot 8,000 square feet or less in size, portions of structures above 25 feet in height shall be set back 10 feet from the street lot line of a green street designated on Downtown Overlay Map 1B. If the structure is located on the southern side of the green street or on a lot greater than 8,000 square feet, the standards of subsection 23.49.166.B shall still apply.

Att 3 – Action 2 of CB 120173

Amendment 2

to

CB 120173 – Economic displacement relocation assistance

Sponsor: CM Sawant

Amend recitals and Section 1 of CB 120173 as shown:

WHEREAS, rent increases may cause many households to move due to their inability to pay the higher rent; and

WHEREAS, rents in Seattle have been increasing rapidly and vacancies in affordable rental housing are at low levels, making it increasingly difficult for many households to locate rental housing; and

WHEREAS, before moving into a rental unit, landlords typically require that households pay some type of security deposit and other move-in fees; and

WHEREAS, these conditions in the rental market have created a relocation crisis because many households do not have sufficient resources to save money to cover moving expenses; and

WHEREAS, providing economic displacement relocation assistance to households who move following a rent increase of ten percent or more will help households obtain replacement housing and mitigate the impact of the rent increase on the relocation crisis; and

WHEREAS, including an income threshold above which households cannot receive benefits will require submission of proof of income; and

WHEREAS, this type of means testing can be a significant barrier to application even for those who are eligible for assistance; and

WHEREAS, the amount of average rent in Seattle is so high that even those that are not considered low income but are making the average income for a household in the city are often rent-burdened; and

WHEREAS, the Council finds that this ordinance will protect and promote the health, safety, and welfare of the general public; NOW, THEREFORE,

* * *

Section 2. A new Chapter 22.212 is added to the Seattle Municipal Code as follows:

* * *

22.212.030 Criteria for economic displacement relocation assistance

A household representative is entitled to economic displacement relocation assistance if:

- A. A tenant of the housing unit has received a required rent-increase notice;
- B. The household representative complies with the deadlines or extensions in Section

22.212.040; and

C. After receiving the required rent-increase notice but before the rent increase takes effect, the household vacates the housing unit or a member of the household has given written notice to the owner of the date the household intends to vacate the housing unit; ~~and~~

~~D. The household is a low income household as defined in Section 23.84A.016.~~

22.212.040 Application for economic displacement relocation assistance

A. Within 180 days after a tenant receives a required rent-increase notice or 60 days after the rent increase goes into effect, whichever date is later, the household representative may apply to the Director for economic displacement relocation assistance by submitting an application to the Director on a form approved by the Director. If the household representative fails to submit an application within either 180 days after a tenant in the household receives the required rent-increase notice or 60 days after the rent increase goes into effect, whichever date is later, the household representative is not entitled to economic displacement relocation assistance unless the household representative requests, and the Director approves the request for, an extension of time to submit the application. The extension request must explain why the household representative is unable to apply before the expiration of the applicable period. The Director shall approve the extension request if the Director receives it before the

expiration of the applicable period and determines that the household representative has good cause for being unable to apply within the applicable period. The Director shall notify the household representative and the owner in writing whether the extension has been approved or rejected. If the Director approves the extension, the household representative will have an additional 60 days after the expiration of the original 180-day or 60-day period, whichever expires later, in which to submit the application.

B. The application shall include:

1. An affidavit identifying the date the household representative's household vacated the housing unit or a copy of the notice the household gave to the owner identifying the date the household intends to vacate the housing unit;

2. A copy of the current rental agreement or, if the tenancy is not subject to a written agreement or the household does not have a copy of it, proof of housing costs for the 12 months prior to the effective date of the required rent-increase notice or for the household's tenancy in the housing unit, whichever period is shorter;

3. Documentation establishing that that rent increase is for ten percent or more or, in combination with all other rent increases taking effect within 12 months prior to the effective date of that rent increase or the household's tenancy in the housing unit, whichever period is shorter, will result or resulted in a cumulative rent increase of ten percent or more; and

4. The number of family and non-family households occupying the housing unit and the names of all members of each household; ~~and~~

~~5. For the household applying for assistance, the total combined annual income for the previous calendar year, and the total combined income for the current calendar year.~~



Legislation Text

File #: Min 350, **Version:** 1

October 4, 2021

SEATTLE CITY COUNCIL

600 Fourth Ave. 2nd Floor
Seattle, WA 98104



Journal of the Proceedings of the Seattle City Council

Monday, October 4, 2021

2:00 PM

Remote Meeting. Call 253-215-8782; Meeting ID: 586 416 9164; or
Seattle Channel online.

City Council

M. Lorena González, President

Lisa Herbold, Member

Debora Juarez, Member

Andrew J. Lewis, Member

Tammy J. Morales, Member

Teresa Mosqueda, Member

Alex Pedersen, Member

Kshama Sawant, Member

Dan Strauss, Member

Chair Info: 206-684-8809; Lorena.González@seattle.gov

In-person attendance is currently prohibited per Washington State Governor's Proclamation 20-28.15, until the COVID-19 State of Emergency is terminated or Proclamation 20-28 is rescinded by the Governor or State legislature. Meeting participation is limited to access by telephone conference line and online by the Seattle Channel.

A. CALL TO ORDER

The City Council of The City of Seattle met remotely pursuant to Washington State Governor's Proclamation 20-28.15, and guidance provided by the Attorney General's Office, on October 4, 2021, pursuant to the provisions of the City Charter. The meeting was called to order at 2:00 p.m., with Council President González presiding.

B. ROLL CALL

The following Councilmembers were present and participating electronically:

Present: 7 - González , Herbold, Juarez, Lewis, Pedersen, Sawant, Strauss

Late Arrival: 2 - Morales, Mosqueda

C. PRESENTATIONS

There were none.

D. APPROVAL OF THE JOURNAL

[Min 348](#) **September 20, 2021**

Motion was made, duly seconded and carried, to adopt the proposed Minutes by the following vote, and the President signed the Minutes:

In Favor: 7 - González , Herbold, Juarez, Lewis, Pedersen, Sawant, Strauss

Opposed: None

E. ADOPTION OF INTRODUCTION AND REFERRAL CALENDAR

[IRC 320](#) **October 4, 2021**

Motion was made, duly seconded and carried, to adopt the proposed Introduction and Referral Calendar (IRC) by the following vote:

In Favor: 7 - González , Herbold, Juarez, Lewis, Pedersen, Sawant, Strauss

Opposed: None

F. APPROVAL OF THE AGENDA

Motion was made, duly seconded and carried, to adopt the proposed Agenda.

G. PUBLIC COMMENT

Councilmember Mosqueda joined the meeting at 2:02 p.m.

By unanimous consent, the Council Rules were suspended to provide a 40 minute Public Comment period.

The following individuals addressed the Council:

Kody Zalewski
Ben Sercombe
Kate Rubin
Laura Loe
Brady Nordstrom
David Haines
Ray Dubicki
Elyse Bais
Howard Gale
Tatiana Quintana
Beth Osborne
Chris Iverson
Vinayak Gaikwad
Jodi Thomas
Nick Bratton
Leslie Casias
Will Daugherty
Lisa Price
Eric Pettigrew
Alice Lockhart
Maria Barrientos
Shannon Newsum
Peter Condit
Matt Hutchins
Michael Murphy
Richard Saguin
David Heldreth
Sarajane Siegfriedt
Carlos Plazola
Conor Watters
Larry Norris
Joanna Cullen

H. PAYMENT OF BILLS

[CB 120185](#) **AN ORDINANCE appropriating money to pay certain audited claims for the week of September 20, 2021 through September 24, 2021 and ordering the payment thereof.**

Motion was made and duly seconded to pass Council Bill 120185.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 8 - González , Herbold, Juarez, Lewis, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

Councilmember Morales joined the meeting at 2:50 p.m.

I. COMMITTEE REPORTS

CITY COUNCIL:

1. [CB 120182](#) **AN ORDINANCE relating to the Tenant Relocation Assistance Ordinance; clarifying that a tenant relocation license is required before the removal of a rent or income restriction; and amending Sections 22.210.020, 22.210.030, 22.210.040, 22.210.050, 22.210.070, 22.210.080, 22.210.090, 22.210.100, 22.210.110, 22.210.120, 22.210.130, 22.210.136, 22.210.140, and 22.210.160 of the Seattle Municipal Code.**

Motion was made and duly seconded to pass Council Bill 120182.

The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

2. [Res 32021](#) **A RESOLUTION declaring that the investigation, arrest, and prosecution of anyone engaging in entheogen-related activities should be among The City of Seattle’s lowest law enforcement priorities and stating the Council’s support for full decriminalization of these activities.**

ACTION 1:

Motion was made and duly seconded to adopt Resolution 32021.

ACTION 2:

Motion was made by Councilmember Lewis, duly seconded and carried, to amend Resolution 32021, by substituting version 2a for version 1.

ACTION 3:

Motion was made and duly seconded to adopt Resolution 32021 as amended.

The Motion carried, the Resolution (Res) was adopted as amended by the following vote, and the President signed the Resolution (Res):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

3. [Res 32020](#) **A RESOLUTION setting the public hearing on the petition of Grand Street Commons LLC for the vacation of the alley in Block 14, Jos C. Kinnear’s Addition to The City of Seattle in the block bounded by 23rd Avenue South, South Grand Street, 22nd Avenue South, and South Holgate Street in the North Rainier/Mt. Baker Hub Urban Village area of Seattle, according to Chapter 35.79 of the Revised Code of Washington, Chapter 15.62 of the Seattle Municipal Code, and Clerk File 314459.**

Motion was made and duly seconded to adopt Resolution 32020.

The Motion carried, the Resolution (Res) was adopted by the following vote, and the President signed the Resolution (Res):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

4. [Appt 02047](#) **Reappointment of David A. Goldberg as member, Seattle Planning Commission, for a term to April 15, 2024.**

Motion was made and duly seconded to confirm Appointment 02047.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

5. [Appt 02048](#) **Reappointment of Patience Manzezulu Malaba as member, Seattle Planning Commission, for a term to April 15, 2024.**

Motion was made and duly seconded to confirm Appointment 02048.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

6. [Appt 02049](#) **Reappointment of Julio A. Sanchez as member, Seattle Planning Commission, for a term to April 15, 2024.**

Motion was made and duly seconded to confirm Appointment 02049.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

7. [Appt 02050](#) **Reappointment of Rose Lew Tsai-Le Whitson as member, Seattle Planning Commission, for a term to April 15, 2024.**

Motion was made and duly seconded to confirm Appointment 02050.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

8. [Appt 02053](#) **Reappointment of Richard E. Mohler as member, Seattle Planning Commission, for a term to April 15, 2024.**

Motion was made and duly seconded to confirm Appointment 02053.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

9. [Appt 02051](#) **Appointment of Mariko Park as member, Historic Seattle Preservation and Development Authority Governing Council, for a term to November 30, 2021.**

Motion was made and duly seconded to confirm Appointment 02051.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

10. [Appt 02052](#) **Appointment of Elliot H. Sun as member, Seattle Chinatown International District Preservation and Development Authority Governing Council, for a term to December 31, 2023.**

Motion was made and duly seconded to confirm Appointment 02052.

The Motion carried, and the Appointment (Appt) was confirmed by the following vote:

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

LAND USE AND NEIGHBORHOODS COMMITTEE:

11. [CB 120181](#) **AN ORDINANCE amending Section 23.58A.044 of the Seattle Municipal Code to facilitate the transfer of development rights from Pierce and Snohomish Counties to Seattle.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 5 - Strauss, Mosqueda, Juarez, Lewis, Pedersen

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

12. [CB 120155](#) **AN ORDINANCE relating to land use and zoning; amending the Comprehensive Plan to change the name of Single Family areas to Neighborhood Residential areas as part of the 2020-2021 Comprehensive Plan amendment process.**

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 5 - Strauss, Mosqueda, Juarez, Lewis, Pedersen

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

13. [CB 120154](#) **AN ORDINANCE relating to land use and zoning; amending the Seattle Comprehensive Plan to incorporate changes proposed as part of the 2021 Comprehensive Plan annual amendment process.**

The Committee recommends that City Council pass as amended the Council Bill (CB).

In Favor: 5 - Strauss, Mosqueda, Juarez, Lewis, Pedersen

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

14. [CB 120149](#) **AN ORDINANCE relating to land use and zoning; amending maximum size of use limits and minimum parking requirements for indoor sports and recreation uses; amending Sections 23.50.027 and 23.54.015 of the Seattle Municipal Code.**

The Committee recommends that City Council pass the Council Bill (CB).

In Favor: 4 - Strauss, Juarez, Lewis, Pedersen

Opposed: None

The Council Bill (CB) was passed by the following vote, and the President signed the Council Bill (CB):

In Favor: 9 - González , Herbold, Juarez, Lewis, Morales, Mosqueda, Pedersen, Sawant, Strauss

Opposed: None

J. ADOPTION OF OTHER RESOLUTIONS

There were none.

K. OTHER BUSINESS

There was none.

L. ADJOURNMENT

There being no further business to come before the Council, the meeting was adjourned at 4:05 p.m.

Jodee Schwinn, Deputy City Clerk

Signed by me in Open Session, upon approval of the Council, on October 11, 2021.

M. Lorena González, Council President of the City Council

Monica Martinez Simmons, City Clerk



Legislation Text

File #: IRC 321, Version: 1

October 11, 2021



Introduction and Referral Calendar

List of proposed Council Bills (CB), Resolutions (Res), Appointments (Appt) and Clerk Files (CF) to be introduced and referred to a City Council committee

Record No.	Title	Committee Referral
<u>By: Mosqueda</u>		
1. CB 120187	AN ORDINANCE appropriating money to pay certain audited claims for the week of September 27, 2021 through October 1, 2021 and ordering the payment thereof.	City Council
<u>By: Juarez</u>		
2. CB 120188	AN ORDINANCE creating an Indigenous Advisory Council for tribal and urban Indian engagement; adding a new Chapter 3.75 to the Seattle Municipal Code; and amending Section 3.35.050 of the Seattle Municipal Code.	Public Assets and Native Communities Committee
<u>By: Juarez</u>		
3. Appt 02055	Appointment of Jessica A. Farmer as member, Board of Parks and Recreation Commissioners, for a term to March 31, 2024.	Public Assets and Native Communities Committee
<u>By: Juarez</u>		
4. Appt 02056	Appointment of Marlon Dylan Herrera as member, Board of Parks and Recreation Commissioners, for a term to March 31, 2024.	Public Assets and Native Communities Committee
<u>By: Juarez</u>		
5. Appt 02057	Appointment of Evan Hundley as member, Board of Parks and Recreation Commissioners, for a term to March 31, 2022.	Public Assets and Native Communities Committee
<u>By: Juarez</u>		
6. Appt 02058	Appointment of Kelly McCaffrey as member, Board of Parks and Recreation Commissioners, for a term to March 31, 2022.	Public Assets and Native Communities Committee

By: Juarez

7. [Appt 02059](#)

Appointment of Deepa Sivarajan as member, Board of Parks and Recreation Commissioners, for a term to March 31, 2024.

Public Assets and
Native
Communities
Committee



Legislation Text

File #: CB 120187, Version: 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

AN ORDINANCE appropriating money to pay certain audited claims for the week of September 27, 2021 through October 1, 2021 and ordering the payment thereof.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Payment of the sum of \$26,599,234.34 on PeopleSoft 9.2 mechanical warrants numbered 4100500906 - 4100502640 plus manual or cancellation issues for claims, E-Payables of \$186,074.62 on PeopleSoft 9.2 9100010266 - 9100010326 and Electronic Financial Transactions (EFT) in the amount of \$109,489,334.26 are presented for ratification by the City Council per RCW 42.24.180.

Section 2. Payment of the sum of \$51,940,372.60 on City General Salary Fund mechanical warrants numbered 51353176 - 51353831 plus manual warrants, agencies warrants, and direct deposits numbered 400001 - 402826 representing Gross Payrolls for payroll ending date September 28, 2021 as detailed in the Payroll Summary Report for claims against the City which were audited by the Auditing Committee and reported by said committee to the City Council October 7, 2021 consistent with appropriations heretofore made for such purpose from the appropriate Funds, is hereby approved.

Section 3. Any act consistent with the authority of this ordinance taken prior to its effective date is hereby ratified and confirmed.

Section 4. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 11th day of October 2021, and signed by me in open session in authentication of its passage this 11th day of October 2021.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2021.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2021.

Monica Martinez Simmons, City Clerk

(Seal)



Legislation Text

File #: CB 120186, **Version:** 1

CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL _____

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.

WHEREAS, during the COVID-19 pandemic, many City employees have been required to perform essential functions and deliver critical services to the community that can only be performed in person; and

WHEREAS, these employees play an essential role in the City and are on the front lines of delivering essential public services; and

WHEREAS, because of COVID-19, these employees may have experienced increased hardship, such as lack of public transit, limited access to childcare, and other challenges; and

WHEREAS, retention of these employees is of the utmost importance, and the City seeks to provide some additional acknowledgment of their extraordinary efforts; and

WHEREAS, the City also seeks to bolster front-line employee morale so they can continue to provide these essential in-person public services through the end of the current public health emergency; and

WHEREAS, collective bargaining has led to tentative agreements between The City of Seattle and certain City unions; and

WHEREAS, the City Budget Office has identified General Fund reserves sufficient to cover the estimated cost resulting from agreements and will submit subsequent legislation to appropriate funds once the departmental totals and payment timing are settled; and

WHEREAS, the City resolves to also apply such benefits to eligible employees not covered by a collective

bargaining agreement; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 1 and identified as “Agreement Coalition of City Unions and Certain Other Signatory Unions and The City of Seattle.” The Mayor shall only execute this agreement with unions who have ratified it.

Section 2. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and the International Brotherhood of Fire Fighters Local 27, substantially in the form attached to this ordinance as Attachment 2 and identified as “Agreement International Association of Fire Fighters Local 27 and The City of Seattle.” The Mayor shall only execute this agreement after the union has ratified it.

.Section 3. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 3 and identified as “Memorandum of Agreement by and between The City of Seattle Municipal Court and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763” The Mayor shall only execute this agreement after the union has ratified it.

Section 4. This section shall apply to eligible City employees who are not represented by a union or covered by a collective bargaining agreement.

A. Acknowledgement of front-line worker pay. Current City of Seattle employees who have been required to perform work in person at City job sites and offices during the pandemic will be paid a one-time taxable payment of up to \$1,750 (pro-rated for part-time employees). Eligible employees must be on the City’s payroll on or after August 1, 2021. Employees who separated from employment prior to August 1, 2021 are

not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022 as long as the employee timely files their paperwork.

B. Employee eligibility self-attestation. To qualify for this acknowledgement of front-line worker pay and determine lump sum amount, an employee must certify in writing each of the following:

1. Eligibility for work performed in person. The employee was directed by management or the work was required to be performed in-person at any time between March 20, 2020 and December 31, 2021.

2. Lump sum calculation. The employee may qualify for either a full monthly payment or partial monthly payment according below:

a. Full monthly payment. For each month between March 20, 2020 through December 31, 2021, if the employee was directed by management or the work was required to be performed in-person greater than 110 regular hours in the month, they shall receive \$100 for that month. For each month they received 100 percent of the telework stipend, they shall not receive the acknowledgement of front-line worker pay for that month; or

b. Partial monthly payment. For each month between March 20, 2020 through December 31, 2021, if the employee was directed by management or the work was required to be performed in-person more than 94 regular hours, but less than or equal to 110 regular hours in the month, they shall receive \$50 for that month. For each month they received 50 percent of the telework stipend, they shall be eligible to receive no more than 50 percent of the acknowledgement of front-line worker pay for that month.

3. Total compensation. No employee's combined payment of the telework stipend and front-line worker acknowledgement pay shall exceed \$100 for any month. The total front-line worker acknowledgement pay lump sum payment for an employee shall not exceed \$1,750.

Section 5. This ordinance shall expire on March 31, 2022.

Section 6. The Seattle Human Resources Director is authorized to promulgate administrative guidance to implement this ordinance.

Section 7. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 8. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the _____ day of _____, 2021, and signed by me in open session in authentication of its passage this _____ day of _____, 2021.

President _____ of the City Council

Approved / returned unsigned / vetoed this _____ day of _____, 2021.

Jenny A. Durkan, Mayor

Filed by me this _____ day of _____, 2021.

Monica Martinez Simmons, City Clerk

(Seal)

Attachments:

Attachment 1 - Agreement Coalition of City Unions and Certain Other Signatory Unions and The City of Seattle

Attachment 2 - Agreement International Association of Fire Fighters Local 27 and The City of Seattle

Attachment 3 - Memorandum of Agreement by and between The City of Seattle Municipal Court and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763

This offer represents a package proposal for *the large*, whereby each described component is interdependent, requiring that the substantive aspect of one component will not be agreed upon unless all other elements are agreed upon. This is an attempt to bring the parties to final resolution.

This proposal is being presented to the Unions by the Executive and at the sole direction of the Executive. Any tentative agreement will require approval by a majority of the City Council to become a binding agreement. Whether the City Council will vote on or approve a tentative agreement is not known, cannot be guaranteed, and is not a mere formality in this matter

Subject to council approval: This document represents a tentative agreement between the parties. Jeff Clark, Labor Negotiator. 9/22/2021

AGREEMENT

COALITION OF CITY UNIONS AND CERTAIN OTHER SIGNATORY UNIONS and THE CITY OF SEATTLE

During the COVID-19 pandemic, many City employees have been required to perform essential functions and deliver critical services to the community that can only be performed in person. Because of COVID-19, these employees may have experienced increased hardship (i.e. lack of public transit, limited access to childcare, etc.). These employees play an essential role in the City and are on the front lines of delivering essential public services. Retention of these employees is of the utmost importance, and the City is providing some additional acknowledgment of their extraordinary efforts. The City also seeks to bolster their morale so they can continue to provide these essential in-person public services through the end of the current public health emergency.

The City of Seattle (“City”), Coalition of City Unions (“Coalition”), and other signatory unions (“Signatory Unions”), (collectively, “Parties”), the Parties enter into the following Agreement (Agreement).

- A. **Acknowledgement of Front-Line Worker Pay:** Current City of Seattle employees who have been required to perform work in person at City job sites and offices during the pandemic will be paid a one-time taxable payment of up to \$1,750.00 (pro-rated for part-time employees). Eligible employees must be on the City’s payroll on or after August 1, 2021. Employees who separated employment prior to August 1, 2021 are not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022 as long as the employee timely files their paperwork.
- B. **Employee Eligibility Self-Attestation:** To qualify for this Acknowledgement of Front-Line Worker Pay and determine lump sum amount, an employee must certify in writing each of the following:

1. **Eligibility for Work Performed in Person** – Employee was directed by management or the work was required to be performed in-person at any time between March 20, 2020 and December 31, 2021.
 2. **Lump Sum Calculation** – Employee may qualify for either a full monthly payment or partial monthly payment according below:
 - a. **Full Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work was required to be performed in-person greater than 110 regular hours in the month, they shall receive \$100 for that month. For each month if you received 100% of the Telework Stipend, you will not receive the Acknowledgement of Front-Line Worker Pay for that month; or,
 - b. **Partial Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work was required to be performed in-person more than 94 regular hours, but less than or equal to 110 regular hours in the month, they shall receive \$50 for that month. For each month if you received 50% of the Telework Stipend, you will receive 50% of the Acknowledgement of Front-Line Worker Pay for that month.
 3. **Total Compensation** – No employee’s combined payment of Telework Reimbursement and Front-Line Worker Acknowledgement Pay shall exceed a maximum of \$100 for any month. The total Front-Line Worker Acknowledgement Pay lump sum payment shall not exceed \$1,750.00.
- C. Upon Tentative Agreement of this proposal, the Mayor will modify the current Mayoral Directive #9, creating Directive #10 regarding employees telework to be voluntary effective October 18, 2021 and the Fixed Rate Utility Allowance Memorandum Of Understanding will expire October 18, 2021. Eligible employees may elect to continue their current telework arrangement until January 19, 2022 unless there is a business need for them to return to the worksite. While the parties understand that continued telework will be considered voluntary on the part of the employee after October 18, 2021, the Department will have the sole discretion on when to return an employee providing a legitimate business need which is clearly and succinctly described in a notice to the employee and the union.
- D. This Agreement represents the entire agreement and understanding of the Parties as to the subject of this Agreement.
- E. **SEVERABILITY.** If any of the provisions of this Agreement are held to be invalid or unenforceable, the remaining provisions will nevertheless continue to be valid and enforceable. However, if the payment is deemed unlawful or if this Agreement is not ratified by the City Council, the Agreement shall be null and void and any payments previously paid must be paid back to the City. The provisions of this Agreement will not be construed against any party.

- F. **DISPUTES.** Issues arising over the interpretation, application, or enforceability of the provisions of this agreement shall be addressed during labor management meetings convened and held for all signatory unions, upon request by any Party, and shall not be subject to the grievance procedure set forth in the Parties’ collective bargaining agreements.

- G. **NO PRECEDENT.** This Agreement does not constitute a practice or precedent and cannot be used by any of the Parties in any matter or proceeding, except for the purpose of enforcing the Agreement itself. The Parties agree the acknowledgment payment described above is a one-time payment and arises out of the unique circumstances of the public health emergency.

- H. **TERM OF AGREEMENT.** This Agreement shall expire on March 31, 2022.

SIGNED this _____ day of _____ 2021.

FOR THE CITY OF SEATTLE

Jenny A. Durkan, Mayor

Kimberly Loving, Interim SDHR Director

Jeff Clark, Interim Labor Relations Director

SIGNATORY UNIONS

Chris Winters, Business Rep. Date
IU Painters and Allied Trades, DC #5
(Coalition of City Unions)

Natalie Kelly, Union Rep. Date
HERE Local 8
(Coalition of City Unions)

Rebecka Beatty, Business Rep Date
IATSE, Local 15
(Coalition of City Unions)

Karen Estevenin, Executive Director Date
PROTEC17
(Coalition of City Unions)

Alisha Gregory-Davis, Union Rep. Date
PROTEC17
(Coalition of City Unions)

Steven Pray, Union Rep. Date
PROTEC17
(Coalition of City Unions)

Shaun Van Eyk, Union Rep. Date
PROTEC17
(Coalition of City Unions)

Mark Watson, Union Rep. Date
WSCCCE Locals 21, 21C, 21Z
(Coalition of City Unions)

Ed Stemler, Gen. Counsel Date
WSCCCE Local 21PA
(Coalition of City Unions)

Kurt Swanson, Business Rep. Date
UA Plumbers & Pipefitters, Local 32
(Coalition of City Unions)

Gillian Burlingham, Business Rep. Date
IBEW Local 46
(Coalition of City Unions)

Kal Rhode, Business Rep. Date
Sheet Metal Workers, Local 66
(Coalition of City Unions)

Steve Kovac, Business Rep. Date
IBEW Local 77

Tommy Hunt, Business Rep. Date
IAMAW, Dist. Lodge 160, Local 79

Steve Behling, Business Rep. Date
Boilermakers Union, Local 104
(Coalition of City Unions)

John Searcy, Sec-Treas. Date
Teamsters, Local 117
(Coalition of City Unions)

Dale Cannon, Business Manager. Date
Liuna Local 242

Kathy Wilkens, Business Rep. Date
Liuna Local 242

(Coalition of City Unions)

(Coalition of City Unions)

Tom Hunt, Business Rep. Date
IAMAW, Dist. Lodge 160, Local
289 (Coalition of City Unions)

Tom Shelton, Business Rep. Date
IU of Operating Engineers, Local 302
(Coalition of City Unions)

Mary Keefe Date
Teamsters, Local 763
(Coalition of City Unions)

Peter Hart, Regional Director Date
Inland Boatmen’s Union of the
Pacific
(Coalition of City Unions)

David Quinn, Business Rep Date
PNW Regional Council of
Carpenters
(Coalition of City Unions)

Gary Harnett, President Date
Seattle Municipal Court Marshall’s Guild
(Coalition of City Unions)

Jacob Adams, President Date
Seattle Police Dispatchers’ Guild
(Coalition of City Unions)

Chrisanne Sapp, President. Date
Seattle Parking Enforcement Officers Guild

Scott Bachler, President Date

Seattle Police Management
Association

This offer represents a package proposal for *the large*, whereby each described component is interdependent, requiring that the substantive aspect of one component will not be agreed upon unless all other elements are agreed upon. This is an attempt to bring the parties to final resolution.

This proposal is being presented to the Unions by the Executive and at the sole direction of the Executive. Any tentative agreement will require approval by a majority of the City Council to become a binding agreement. Whether the City Council will vote on or approve a tentative agreement is not known, cannot be guaranteed, and is not a mere formality in this matter.

Subject to council approval: This document represents a tentative agreement between the parties. Jeff Clark, Labor Negotiator. 9/22/2021

AGREEMENT

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 27

and

THE CITY OF SEATTLE

This Memorandum of Agreement (hereinafter called "Memorandum" or "MOA") is entered into between the City of Seattle ("City") and IAFF Local 27. Collectively, the City, and IAFF Local 27 shall be known as "the Parties".

- A. **Acknowledgement of Front-Line Worker Pay:** Current City of Seattle employees who have been required to perform work in person at City job sites and offices during the pandemic will be paid a one-time taxable payment of up to \$1,750.00 (pro-rated for part-time employees). Eligible employees must be on the City's payroll on or after August 1, 2021. Employees who separated employment prior to August 1, 2021 are not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022 as long as the employee timely files their paperwork.
- B. **Employee Eligibility Self-Attestation:** To qualify for this Acknowledgement of Front-Line Worker Pay and determine lump sum amount, an employee must certify in writing each of the following:
1. **Eligibility for Work Performed in Person** – Employee was directed by management or the work was required to be performed in-person at any time between March 20, 2020 and December 31, 2021.
 2. **Lump Sum Calculation** – Employee may qualify for either a full monthly payment or partial monthly payment according below:
 - a. **Full Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work

was required to be performed in-person greater than 110 regular hours in the month, they shall receive \$100 for that month. For each month if you received 100% of the Telework Stipend, you will not receive the Acknowledgement of Front-Line Worker Pay for that month; or,

- b. **Partial Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work was required to be performed in-person more than 94 regular hours, but less than or equal to 110 regular hours in the month, they shall receive \$50 for that month. For each month if you received 50% of the Telework Stipend, you will receive 50% of the Acknowledgement of Front-Line Worker Pay for that month.

3. **Total Compensation** – No employee’s combined payment of Telework Reimbursement and Front-Line Worker Acknowledgement Pay shall exceed a maximum of \$100 for any month. The total Front-Line Worker Acknowledgement Pay lump sum payment shall not exceed \$1,750.00.

- C. Upon Tentative Agreement of this proposal, the Mayor will modify the current Mayoral Directive #9, creating Directive #10 regarding employees telework to be voluntary effective October 18, 2021 and the Fixed Rate Utility Allowance Memorandum Of Understanding will expire October 18, 2021. Eligible employees may elect to continue their current telework arrangement until January 19, 2022 unless there is a business need for them to return to the worksite. While the parties understand that continued telework will be considered voluntary on the part of the employee after October 18, 2021, the Department will have the sole discretion on when to return an employee providing a legitimate business need which is clearly and succinctly described in a notice to the employee and the union.
- D. This Agreement represents the entire agreement and understanding of the Parties as to the subject of this Agreement.
- E. **SEVERABILITY.** If any of the provisions of this Agreement are held to be invalid or unenforceable, the remaining provisions will nevertheless continue to be valid and enforceable. However, if the payment is deemed unlawful or if this Agreement is not ratified by the City Council, the Agreement shall be null and void and any payments previously paid must be paid back to the City. The provisions of this Agreement will not be construed against any party.
- F. **DISPUTES.** Issues arising over the interpretation, application, or enforceability of the provisions of this agreement shall be addressed during labor management meetings convened and held for all signatory unions, upon request by any Party, and shall not be subject to the grievance procedure set forth in the Parties’ collective bargaining agreements.
- G. **NO PRECEDENT.** This Agreement does not constitute a practice or precedent and cannot be used by any of the Parties in any matter or proceeding, except for the purpose of

enforcing the Agreement itself. The Parties agree the acknowledgment payment described above is a one-time payment and arises out of the unique circumstances of the public health emergency.

H. TERM OF AGREEMENT. This Agreement shall expire on March 31, 2022.

SIGNED this _____ day of _____ 2021.

FOR THE CITY OF SEATTLE

Jenny A. Durkan, Mayor

Kimberly Loving,
Interim SDHR Director

Jeff Clark, Interim Labor Relations Director

FOR THE UNION

Kenny Stuart, President
IAFF Local 27

This offer represents a package proposal for *the large*, whereby each described component is interdependent, requiring that the substantive aspect of one component will not be agreed upon unless all other elements are agreed upon. This is an attempt to bring the parties to final resolution.

This proposal is being presented to the Unions by the Executive and at the sole direction of the Executive. Any tentative agreement will require approval by a majority of the City Council to become a binding agreement. Whether the City Council will vote on or approve a tentative agreement is not known, cannot be guaranteed, and is not a mere formality in this matter

Subject to council approval: This document represents a tentative agreement between the parties. Jeff Clark, Labor Negotiator. 9/22/2021

MEMORANDUM OF AGREEMENT

by and between

THE CITY OF SEATTLE MUNICIPAL COURT

and

PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS

LOCAL UNION NO. 763

THIS MEMORANDUM OF UNDERSTANDING is by and between THE CITY OF SEATTLE MUNICIPAL COURT, WASHINGTON, hereinafter referred to as the Employer, and PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS LOCAL UNION NO. 763, affiliated with the international Brotherhood of Teamsters, hereinafter referred to as the UNION.

- A. **Acknowledgement of Front-Line Worker Pay:** Current City of Seattle employees who have been required to perform work in person at City job sites and offices during the pandemic will be paid a one-time taxable payment of up to \$1,750.00 (pro-rated for part-time employees). Eligible employees must be on the City's payroll on August 1, 2021. Employees who are no longer employed are not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022 as long as the employee timely files their paperwork.
- B. **Employee Eligibility Self-Attestation:** To qualify for this Acknowledgement of Front-Line Worker Pay and determine lump sum amount, an employee must certify in writing each of the following:

1. **Eligibility for Work Performed in Person** – Employee was directed by management or the work was required to be performed in-person at any time between March 20, 2020 and December 31, 2021.
 2. **Lump Sum Calculation** – Employee may qualify for either a full monthly payment or partial monthly payment according below:
 - a. **Full Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work was required to be performed in-person greater than 110 regular hours in the month, they shall receive \$100 for that month. For each month if you received 100% of the Telework Stipend, you will not receive the Acknowledgement of Front-Line Worker Pay for that month; or,
 - b. **Partial Monthly Payment** – For each month between March 20, 2020 through December 31, 2021 if an employee was directed by management or the work was required to be performed in-person more than 94 regular hours, but less than or equal to 110 regular hours in the month, they shall receive \$50 for that month. For each month if you received 50% of the Telework Stipend, you will receive 50% of the Acknowledgement of Front-Line Worker Pay for that month.
 3. **Total Compensation** – No employee’s combined payment of Telework Reimbursement and Front-Line Worker Acknowledgement Pay shall exceed a maximum of \$100 for any month. The total Front-Line Worker Acknowledgement Pay lump sum payment shall not exceed \$1,750.00.
- C. This Agreement represents the entire agreement and understanding of the Parties as to the subject of this Agreement.
- D. **SEVERABILITY.** If any of the provisions of this Agreement are held to be invalid or unenforceable, the remaining provisions will nevertheless continue to be valid and enforceable. However, if the payment is deemed unlawful or if this Agreement is not ratified by the City Council, the Agreement shall be null and void and any payments previously paid must be paid back to the City. The provisions of this Agreement will not be construed against any party.
- E. **DISPUTES.** Issues arising over the interpretation, application, or enforceability of the provisions of this agreement shall be addressed during labor management meetings convened and held for all signatory unions, upon request by any Party, and shall not be subject to the grievance procedure set forth in the Parties’ collective bargaining agreements.
- F. **NO PRECEDENT.** This Agreement does not constitute a practice or precedent and cannot be used by any of the Parties in any matter or proceeding, except for the purpose of enforcing the Agreement itself. The Parties agree the acknowledgment payment described

above is a one-time payment and arises out of the unique circumstances of the public health emergency.

G. TERM OF AGREEMENT. This Agreement shall expire on March 31, 2022

SIGNED this _____ day of _____ 2021.

FOR THE CITY OF SEATTLE

Jenny A. Durkan, Mayor Date

Kimberly Loving, Acting Director Date
Seattle Department of Human Resources

Jeff Clark, Interim Labor Relations Dir. Date
Seattle Department of Human Resources

MUNICIPAL COURT BARGAINING
UNITS

Hon. Willie Gregory, Presiding Date

Mary Keefe Date
Teamsters, Local 763, Municipal
Court (Coalition of City Unions)

Gary Hardnett Jr, President Date
Municipal Court Marshall's Guild
(Coalition of City Unions)

Shaun Van Eyk Date
PROTEC17, Probation Counselors
(Coalition of City Unions)

Steve Kovac, Business Rep. Date
IBEW Local 77

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Department of Human Resources	Jeff Clark/206-684-7871 Sarah Butler/206-684-7929	Joe Russell/206-684-8546

** 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.

October 8, 2021

MEMORANDUM

To: Seattle City Council
From: Dan Eder, Deputy Director
Subject: CB 120186 – Additional Pay for Front-Line Workers

On October 11, 2021, the Council will discuss and possibly vote on [Council Bill \(CB\) 120186](#) that would authorize additional pay for eligible front-line City employees. This memo provides a high-level summary of the bill, describes a potential amendment to the bill, and identifies next steps.

Summary

CB 120186 would ratify three tentative agreements with:

1. The Coalition of City Unions and other signatory unions (including most but not all unions representing City staff);
2. The Internal Association of Fire Fighters Local 27; and
3. the Public, Professional & Office-Clerical Employees and Drivers Union Local No. 763 (Municipal Court).

These agreements would provide up to \$1,750 in a lump sum payment to eligible front-line City employees. CB 120186 would also authorize providing the same lump sum payment to eligible non-represented front-line employees throughout the City. The City and the Seattle Police Officers Guild have not yet reached a tentative agreement.

In transmitting the legislation for Council’s consideration, the City Budget Office indicates that 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.”

CB 120186 would authorize a lump sum payment to eligible employees of up to \$100/month, pro-rated by the number of hours and months they worked at a City worksite, retroactive to March 2020. In any given month during this period, employees could not qualify for both the maximum telework reimbursement (\$48 per month) and the additional maximum monthly payment amount authorized by CB 120186 (\$100 per month).

The City Budget Office calculates that the cost for additional pay to eligible represented and non-represented staff is approximately \$6.5 million, and there are equivalent reserves in the General Fund needed to support these costs. Future legislation will be needed in 2021 or early 2022 to authorize the necessary appropriations to make payments to eligible employees.

Potential Amendment

Council President González may be interested in moving Amendment A to CB 120186 (see Attachment 1) that would ratify another tentative agreement regarding additional pay for eligible employees. Specifically, Amendment A would ratify a tentative agreement between the City of Seattle’s Legislative Department and the union representing Central Staff analysts (see Attachment 2 [labeled as “Attachment 4” (to CB 120186)]). The terms of the tentative agreement that would be added by this amendment are consistent with the material elements of the other agreements addressed in the legislation.

Next Steps

If the Council votes to approve CB 120186, the Seattle Department of Human Resources would execute the tentative agreements with the applicable unions.

The Mayor’s Office expects to transmit future, separate legislation for the Council’s consideration that appropriates funding needed to make the payments contemplated in CB 120186 for eligible represented and non-represented employees.

Attachments:

1. Amendment A to CB 120186
2. Agreement by and between PROTEC17 and the City of Seattle [labeled as “Attachment 4” (to CB 120186)]

cc: Esther Handy, Director
Aly Pennucci, Policy and Budget Manager

Dan Eder

Date: October 8, 2021

Version: 2

Amendment A

to

CB 120186 – Acknowledgment Pay

Sponsor: CP González

Authorize Ratifying an Agreement with Central Staff Analysts

On page 3, beginning on line 1, add the following new section (and change the other section numbers accordingly):

Section 4. As requested by the Seattle Human Resources Director, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 4 and identified as “Agreement by and between PROTEC17 and the City of Seattle.” The Mayor shall only execute this agreement after the union has ratified it.

Effect: This amendment would ratify another tentative agreement regarding additional pay for eligible employees. Specifically, the amendment would ratify the tentative agreement between the City of Seattle’s Legislative Department and the union representing Central Staff analysts. The terms of the tentative agreement that would be added by this amendment are consistent with the material elements of the other agreements addressed in the legislation.

AGREEMENT
BY AND BETWEEN
PROTEC17
AND
THE CITY OF SEATTLE

During the COVID-19 pandemic, many City employees have been required to perform essential functions and deliver critical services to the community that can only be performed in person. Because of COVID-19, these employees may have experienced increased hardship (i.e. lack of public transit, limited access to childcare, etc.). These employees play an essential role in the City and are on the front lines of delivering essential public services. Retention of these employees is of the utmost importance, and the City is providing some additional acknowledgment of their extraordinary efforts. The City also seeks to bolster their morale so they can continue to provide these essential in-person public services through the end of the current public health emergency.

The City of Seattle (“City”) and PROTEC17 (“PROTEC17”), collectively referred to herein as “the Parties,” enter into the following Agreement (“Agreement”):

- A. **ACKNOWLEDGEMENT OF FRONT-LINE WORKER PAY:** Current City of Seattle employees employed by the City’s Legislative Branch, and who have been required to perform work in person at City job sites and offices during the pandemic, will be paid a one-time taxable payment of up to \$1,750.00 (pro-rated for part-time employees). Eligible employees must be on the City’s payroll on August 1, 2021. Employees who are no longer employed are not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022, as long as the employee timely files their paperwork.
- B. **EMPLOYEE ELIGIBILITY SELF-ATTESTATION:** To qualify for this Acknowledgement of Front-Line Worker Pay and determine lump sum amount, an employee must certify in writing each of the following:
1. **Eligibility for Work Performed in Person** – Employee was directed by management, or the work was required to be performed in-person, at any time between March 20, 2020, and December 31, 2021.
 2. **Lump Sum Calculation** – An Employee may qualify for either a full monthly payment or partial monthly payment as set forth below:
 - a. **Full Monthly Payment** – For each month between March 9, 2020 through December 31, 2021, if an employee was directed by management or the work was required to be performed in-person for greater than 110 regular hours in the month, the employee shall receive \$100 for that month. However, an employee

will not be eligible to receive Acknowledgement of Front-Line Worker Pay for any month in which the employee received 100% of the Telework Stipend.

Partial Monthly Payment – For any month in which an employee was directed by management to perform in-person work or where the nature of the work required it to be performed in person more than 94 regular hours but not exceeding 110 regular hours in the month, and where any such employee received 50% of the Telework stipend in that same period, that employee will receive 50% of the Acknowledgement of Frontline Worker Pay for that month.

3. **Total Compensation** – No employee’s combined payment of Telework Reimbursement and Front-Line Worker Acknowledgement Pay shall exceed a maximum of \$100 for any month. The total Front-Line Worker Acknowledgement Pay lump sum payment shall not exceed \$1,750.00.
-
- C. Upon Tentative Agreement of this proposal, the Council President/Council President Pro Tem will modify their March 6, 2021 directive, making employee telework voluntary effective no sooner than November 29, 2021, and notifying employees that they will still receive the allowance as set forth the City’s Fixed Rate Utility Allowance Memorandum Of Understanding which expires October 18, 2021, until telework is made voluntary. Should telework be made voluntary before January 19, 2022, eligible employees may elect to continue their current telework arrangement until January 19, 2022, unless there is a business need for them to return to the worksite. While the Parties understand that continued telework may be considered voluntary on the part of the employee on or after November 29, 2021, the Department will maintain the sole discretion on whether there is a business need for the employee to return to the worksite prior to that date. Where the Department exercises such discretion, it will provide a notice to any impacted employee and the union, setting forth the clear and succinct legitimate business need for the employee’s return to the workplace.
 - D. This Agreement represents the entire agreement and understanding of the Parties as to the subject of this Agreement.
 - E. **SEVERABILITY.** If any of the provisions of this Agreement are held to be invalid or unenforceable, the remaining provisions will nevertheless continue to be valid and enforceable. However, if the payment is deemed unlawful or if this Agreement is not ratified by the City Council, the Agreement shall be null and void and any payments previously paid must be paid back to the City. The provisions of this Agreement will not be construed against any party.
 - F. **DISPUTES.** Issues arising over the interpretation, application, or enforceability of the provisions of this agreement shall be addressed during labor management meetings convened and held for all signatory unions, upon request by any Party, and shall not be subject to the grievance procedure set forth in the Parties’ collective bargaining agreements.

G. **NO PRECEDENT.** This Agreement does not constitute a practice or precedent and cannot be used by the Parties in any matter or proceeding, except for the sole purpose of enforcing the Agreement itself. The Parties agree the acknowledgment payment described above is a one-time payment and arises out of the unique circumstances of the public health emergency.

H. **TERM OF AGREEMENT.** This Agreement shall expire on April 1, 2022.

SIGNED this _____ day of _____ 2021.

FOR THE CITY OF SEATTLE

M. Lorena González, Council President

FOR PROTEC 17

Shaun Van Eyk, Union Representative
PROTEC17