

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact	CBO Contact
Seattle Department of Human Resources	Amanda Grumbach	Kailani DeVille

** 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, commonly referred to as the First Quarter 2023 Employment Ordinance; returning positions to the civil service system; exempting positions from the civil service system; and establishing new titles and corresponding rates of pay; all by a 2/3 vote of the City Council.

Summary and Background of the Legislation: If passed, this legislation would:

- Return three positions to the civil service system. As a result of a classification review and determination, the positions no longer meet the exemption criteria.
- Exempt one (1) position from the civil service system. As a result of a classification review and determination, the position meets exemptions defined by the municipal code by virtue of its title.
- Establish one (1) new title with corresponding rates of pay for the Veterinary Assistant, within the Finance & Administrative Services (FAS) department.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ☐ Yes ☒ No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ☐ Yes ☒ 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?

There would be no direct costs associated with these personnel actions. Any discretionary costs that might be associated with an incumbent's change in civil service status or establishing an employee's pay would be absorbed by the department's existing budget authority and would not require appropriation of new funds.

The 2023 Adopted Budget includes funding for the Veterinary Technician positions. FAS would utilize one or both of its existing vacant Veterinary Technician positions and underfill using the Veterinary Assistant title. The department would advertise and fill the positions as soon as the new title is approved by ordinance.

Are there financial costs or other impacts of *not* implementing the legislation?

This legislation is needed to appropriately designate civil service status which can have personnel implications. If the establishment of a new title establishment (Veterinary Assistant) for FAS is not legislated, the department would continue to face significant staffing issues. This new assistant level within the Veterinary classification series would address a newly defined body of work (entry level) and support FAS' internal strategy to develop qualified staff internally (to then grow into the journey and senior levels).

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

This legislation would affect the Department of Finance & Administrative Services, Seattle City Light, and Seattle Department of Human Resources.

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?

N/A

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