

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
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*\* Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

**1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE relating to City employment; authorizing the execution of a Memorandum of Agreement between The City of Seattle and the International Brotherhood of Electrical Workers, Local 77; and ratifying and confirming certain prior acts.

**Summary and Background of the Legislation:** The City of Seattle (the “City”) and the International Brotherhood of Electrical Workers, Local 77 (“Local 77”) agreed to conduct a wage study of the Power Dispatcher classification series that exclusively exists at Seattle City Light. Upon completion of the study, the City and Local 77 entered into negotiations on adjusting the pay for the Power Dispatcher series to strengthen the City’s ability to recruit and retain qualified staff. The City and Local 77 came to a tentative agreement, as memorialized in the attached Memorandum of Agreement (“MOA”). This legislation authorizes the Mayor to implement the MOA between the City and Local 77 as follows: effective January 23, 2021, Assistant Power Dispatchers will receive a 13.83% adjustment; Power Dispatchers will receive a 27.57% adjustment; and Senior Power Dispatchers will receive a 21.12% adjustment. This legislation affects approximately 24 current employees in Seattle City Light.

The total cost of implementing retroactive market adjustments in 2021 through 2023 is estimated to be \$4,626,411. In 2024, the additional budget needed to fully fund all positions under these titles is \$1,783,257. In total, estimated costs for 2021 through 2024 are \$6,409,668, broken down as follows:

<b>Power Dispatchers MOA - 4 years</b>					
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>4 Year Total</b>
Wages <sup>1</sup>					
2021 - Baseline	\$2,864,737				
2021 - Mkt Adj	\$846,329				
2022 - Baseline		\$3,280,683			
2022 - Mkt Adj		\$846,329			
2023 - Baseline			\$3,280,683		
2023 - Mkt Adj			\$846,329		
2024 - Baseline				\$3,651,400	
2024 - Mkt Adj				\$941,964	
<b>4 year TOTAL base + mkt adjustment</b>					<b>\$16,558,455</b>

<b>Power Dispatchers MOA - 4 years</b>					
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>4 Year Total</b>
FICA/Medicare/WA FML	\$335,304	\$423,581	\$423,581	\$471,446	\$1,653,911
Increase in FICA/Medicare/WA FML (from mkt adj)	\$93,354	\$106,879	\$106,879	\$118,956	\$426,068
Overtime	\$1,395,795	\$2,101,539	\$2,101,539	\$2,339,013	\$7,937,887
Increase in OT (from mkt adj) <sup>2</sup>	\$339,876	\$511,725	\$511,725	\$569,550	\$1,932,875
City contribution retirement (SCERS)	\$474,687	\$528,190	\$544,593	\$592,257	\$2,139,728
Increase in retirement (from mkt adj) <sup>3</sup>	\$140,237	\$136,259	\$140,491	\$152,787	\$569,773
<b>Subtotal market adjustment only</b>	<b>\$1,419,796</b>	<b>\$1,601,192</b>	<b>\$1,605,423</b>	<b>\$1,783,257</b>	<b>\$6,409,668</b>
Total base + adjustment	\$6,490,320	\$7,935,185	\$7,955,820	\$8,837,373	\$28,509,196

**NOTES:**

Estimates do NOT include vacancies/unfilled positions for years 2021-2023.

<sup>1</sup> Wages are based on demographics as of 10/16/23 (24 employees) and include actual regular pay, premium pays and any compensatory time pays. Market adjustments each year are for negotiated wage increases (27.57% for Pwr Disp, 21.12% for Pwr Disp, Sr.) only, and do not include any potentially negotiated AWIs, which would increase the adjusted figures. 2024 baseline and market adjustment assumes 11.3% inflator to budget for all existing positions, including current vacancies (three).

<sup>2</sup> Overtime data shows actual OT paid in 2021 and 2022, and assumes same usage rate for 2023-24. Using the average of the market adjustment percentages (24.35%) estimates show an average increase based on wage adjustments from 2021 through 2024.

<sup>3</sup> Retirement cost to city for the increases in regular wages only. Contribution rates vary each year.

\*Pwr Disp, Asst. titles also receiving wage increases, however, there are no employees currently in that title.

Separate, future legislation will be forwarded by the City Budget Office early in 2024 to authorize appropriation of funds to cover compensation items authorized in the MOA.

**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?**

No. The costs of executing the MOA are detailed above.

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

If this MOA is not legislated, the City would not have authority to implement changes to wages and working conditions. Power Dispatchers at City Light would be paid less than Power Dispatchers in comparable utilities. If the City is unable to retain Power Dispatchers, there could be increased costs to recruit, hire, and retain new workers. There may be other implications of not authorizing the MOA.

#### 4. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**  
Yes, this legislation affects employees in Seattle City Light.
- 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?**  
No/not applicable.
- f. **Climate Change Implications**
1. **Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**  
No.
  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.**  
No.
- 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)?**  
Not applicable.