

Summary and Fiscal Note

1. Legislation Summary

Department: Department of Human Resources

Title: An ordinance relating to City employment; authorizing the execution of a Memorandum of Understanding that modifies a collective bargaining agreement between The City of Seattle and the Professional and Technical Employees Local 17; and ratifying and confirming certain prior acts.

Background:

Pay inversion occurs when a subordinate classification is paid more than a more senior or supervisory classification. Seattle's 2023-2026 Coalition of City Unions (CCU) labor agreements increased pay rates for approximately 500 represented titles across The City. This legislation corrects a pay inversion for two supervisory classifications represented by Professional and Technical Employees Local No. 17 (PROTEC17), Bridge Electrical Maintenance Supervisor, and Bridge General Maintenance Supervisor, effective January 1, 2023, through December 31, 2026.

Summary Attachments:

Summary Attachment 1 – PROTEC17 MOU Bridge Maintenance Supervisor Costing

2. Capital Improvement Program (CIP)

Does this legislation create, fund, or amend a CIP Project?

☐ Yes

☒ No

3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☒ Yes

☐ No

a. Expenditure Change to Other Funds

2026	2027 est.	2028 est.	2029 est.	2030 est.
\$135,784	\$44,000	\$44,000	\$44,000	\$44,000

The estimates above are for straight time pay related to this cost adjustment. Any overtime incurred will also be adjusted for the new wages.

3a. Appropriations

Appropriations required by this change will be coordinated by the City Budget Office in a future ordinance as necessary.

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

This legislation affects 2 positions citywide. As a result of this legislation, employees in the specified positions will receive pay increases for the period of 2023-2026.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle

these costs? Or does the department need to shift resources away from other work to handle these costs?

The City Budget Office has not yet determined whether these costs will be absorbed within current appropriations for 2026 or in future years. These positions worked on existing appropriated operating and capital projects and actual retroactive expense locations will vary by year. Retroactive costs will be applied to projects these employees have worked on and should additional appropriation be needed, will be addressed as part of the 2026 Year-End Supplemental.

For future years, this wage change will move the mid-point of the already budgeted positions. Should additional budget be required in future years for this mid-point shift, it will be addressed in the 2027-2028 Proposed Budget.

c. What financial costs or other impacts might happen if this legislation is not implemented?

The two positions impacted by this legislation are supervisory positions and, if this legislation is not implemented, will continue to experience pay inversion with the positions they supervise.

d. How might this legislation affect other City departments besides the one that proposed it?

This legislation will not impact any City departments other than SDOT.

4. Other Impacts

a. Does this legislation require a public hearing?

☐ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

d. Race and Social Justice Initiative impacts:

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion? Please consider both impacts within City government (like employees and internal programs) and in the broader community.

N/A

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

N/A

3. What is the Language Access Plan for communicating with the public about this legislation?

N/A

e. Climate change impacts:

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

N/A

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

N/A

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No.