

November 24, 2021

## MEMORANDUM

**To:** Seattle City Council  
**From:** Karina Bull, Analyst  
**Subject:** Council Bill 120232: PROTEC17 OEM CBA

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On November 29, 2021, the Seattle City Council (Council) will discuss and possibly vote on [Council Bill \(CB\) 120232](#), legislation transmitted by the Seattle Department of Human Resources (SDHR). This memo provides a high-level summary of the bill and identifies next steps. Central Staff has not identified issues or concerns for Council's consideration.

### Summary

This legislation would ratify a collective bargaining agreement (agreement) between the City of Seattle (City) and the PROTEC17 Office of Emergency Management (OEM) unit. The OEM unit certified PROTEC17 as their bargaining agent in May 2021. The agreement would cover approximately 13 positions in Strategic Advisor classifications and would be effective through December 31, 2021. The agreement is for a short duration because the PROTEC17 OEM unit is part of the Coalition of City unions (Coalition) and will be a party to the proposed agreement with the Coalition for 2022.

The terms of the agreement would include provisions relating to wages, benefits, hours and working conditions, including but not limited to:

#### 1. 2021 wage adjustments of 2.9 percent

- The agreement would include a 2.9 percent wage adjustment effective May 18, 2021 (i.e., the date of the unit's certification) and a one-time "equity bonus" equal to 2.9 percent of the employee's gross pay earned between January 6, 2021 and May 17, 2021.
- The combination of these wage adjustments would be commensurate with the 2021 adjusted wage increase (AWI) included in the 2021 Adopted Budget for represented employees in the Coalition and Coalition-like unions and non-represented employees in job titles not classified as "APEX" (Executive) and "SAM" (Strategic Advisors and Managers).
- As non-represented Strategic Advisors (i.e., employees in APEX/SAM job titles), the employees in the PROTEC17 OEM unit were not eligible for the 2.9 percent AWI in the 2021 Adopted Budget.

#### 2. Language premium – Employees assigned to perform bilingual, interpretive and/or translation services would receive a \$200 per month premium pay.

- 3. Hours of work** – The City and the union would agree to convene a Labor-Management Committee for reviewing, revising and/or developing policies related to hours of work, including policies related to on-call and after-hours work and schedule flexibility.

### **Financial Impacts**

The Executive has calculated that the cost of executing this agreement would be about \$30,000. This cost would be absorbed by the department's existing budget authority and would not require appropriation of new funds.

### **Next Steps**

If the Council votes to approve this legislation, SDHR would execute the tentative agreement with the union.

Please contact Karina Bull if you have questions about the proposed legislation.

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