

## **SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
Seattle Department of Human Resources	Sarah Butler/206-684-7929	Kailani DeVille/206-

*\* 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; establishing Indigenous Peoples' Day as a legal holiday for certain City employees and a legal parking holiday; authorizing memoranda of understanding between the City and certain City unions to add Indigenous Peoples' Day and Juneteenth as a paid holiday; amending Sections 3.06.015, 3.16.131, 3.102.010, 4.20.190, 11.14.277, and 14.12.030 of the Seattle Municipal Code; and ratifying and confirming certain prior acts.

#### **Summary and Background of the Legislation:**

This legislation achieves the following actions for authorizing two new City holidays:

1. Revises Seattle Municipal Code 4.20.190 to establish Indigenous Peoples' Day as a legal City holiday for certain City employees;
2. Authorizes the execution of three memoranda of understanding between the City of Seattle ("City") and the Seattle Police Officers' Guild, the International Brotherhood of Electrical Workers Local 77, and The Seattle Fire Chiefs' Association (International Association of Firefighters, Local 2898), all establishing Juneteenth and Indigenous Peoples' Day as paid holidays;
3. Revises Seattle Municipal Code 11.14.277 establishing Indigenous Peoples' Day as a parking holiday; and
4. Other Code revisions to permit the observance of Indigenous Peoples' Day as a City holiday

Juneteenth, the 19<sup>th</sup> of June, was established as a City employee holiday for certain employees, and as a parking holiday for the public in December of 2021, by Ordinance 126505. Indigenous Peoples' Day was bargained with unions in the Coalition of City unions, but legislation is required to expand that to other employees. Indigenous Peoples' Day falls on the second Monday of October.

This legislation does not appropriate funds. However, appropriations will be needed later and revenue changes will be reflected in the revised 2022 forecasts.

### **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?**

If passed, this legislation would result in direct and indirect costs for the City. Direct costs would include additional pay for minimum staffing requirements (e.g., holiday pay for employees who work on the holiday). Indirect costs would include loss of productivity (e.g., closure of community service centers on the holiday).

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

If this legislation is not implemented, the City cannot authorize new holidays for represented and non-represented employees, or a parking holiday for the public. There may be other implications of not passing the legislation.

### **3. OTHER IMPLICATIONS**

- a. Does this legislation affect any departments besides the originating department?**  
The direct and indirect costs of implementing this legislation would impact other City departments. The direct costs would primarily involve departments with minimum staffing requirements. The indirect costs would include loss of productivity
- 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?**
- 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)?**

N/A.

**Summary Attachments:**

None.