

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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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 two memoranda of understanding between the City of Seattle certain City unions; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

This legislation authorizes two Memoranda of Understanding (“MOUs”) between the City of Seattle (“the City”) and two different unions.

The First MOU is between the City and the International Union of Operating Engineers Local 302 (“Local 302”). The City and Local 302 entered into negotiations following an identified need to adjust pay to recruit and retain HVAC Technicians. The City determined that fully staffing Seattle Center with HVAC Technicians with a Steam Engineer’s Grade II License was critical for continued operations of revenue-generating event facilities, which also serve as weather shelters and emergency response sites. The MOU memorializes an agreement between the City and Local 302 to increase pay by 5.68 percent, to align wages with market conditions. The wage increase is effective September 14, 2022. The MOU impacts approximately six regularly appointed City employees.

The Second MOU is between the City and the International Brotherhood of Electrical Workers, Local 77 (“Local 77”). The City and Local 77 entered into negotiations after a need for a Signal Electrician Apprentice job title was identified to establish the Signal Electrician Apprentice Program. The MOU memorializes an agreement on pay rate and other conditions of employment for that job title. The MOU becomes effective upon the date of adoption by City Council, and will impact three (future) recruits to the apprenticeship program.

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?

Labor Relations estimated 2022 costs of the MOU with Local 302 to be approximately \$16,000. Ongoing, annual costs of wages would be absorbed by Seattle Center’s existing budget authority.

There are no financial impacts to the MOU with Local 77 as three Signal Electrician positions have already been legislated in the SDOT budget that will fund these apprentice recruits.

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

Not implementing the legislation could result in HVAC Technician attrition and failure to adequately staff critical building operations, impacting Seattle Center's ability to hold events and continue operations under the current fee structure. Legislation is required to establish a new job title of Signal Electrician Apprentice, to populate the apprenticeship program.

3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**
The MOU being legislated impacts the Seattle Center and Seattle Department of Transportation's staffing and operations.
- 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

Summary Attachments: None