

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact:</b>	<b>CBO Contact:</b>
Seattle Department of Human Resources	Jeff Clark Shaun Van Eyk	Kailani DeVille

*\* 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 Understanding between The City of Seattle and the Seattle Parking Enforcement Officers Guild; amending Ordinance 126725, which adopted the 2023 Budget; changing appropriations to various departments and budget control levels, and from various funds in the Budget; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

**Summary and Background of the Legislation:**

This legislation authorizes the Mayor to implement a memorandum of understanding (“MOU”) between The City of Seattle (“City”) and the Seattle Parking Enforcement Officers’ Guild (“SPEOG”), collectively referred to as “the Parties.” The memorandum of understanding is a two-year extension agreement to that which expired on December 31, 2021. This legislation affects approximately 100 regularly appointed City employees employed at the Seattle Police Department (“SPD”).

The MOU is an agreement on wages, benefits, hours, and other working conditions from January 1, 2022 to December 31, 2022. The extension agreement includes the following new items:

- A 4 percent wage increase to all titles covered by the agreement, effective the first full pay period in 2022;
- A two and one-half percent (2.5%) Annual Wage increase (AWI) and a one and one-half percent (1.5%) market adjustment, for a total combined increase of four percent (4%), effective the first full pay period in 2023;
- If the Coalition of City Unions receives an AWI adjustment for 2023 that is greater than the combined 2.5% AWI and the 1.5% market adjustment combined, the City agrees to increase the Guild’s AWI by the difference;
- The addition of Juneteenth and Indigenous Peoples’ Day as paid City holidays;
- New protocols related to filing of grievances and completion of investigations; and
- An agreement to bargain additional issues that may arise during the term of the agreement in a labor-management meeting, among other items.

Existing provisions from the expired collective bargaining agreement shall carry forward through the duration of this extension agreement.

The bill also appropriates \$1,147,212 which represents the amount the Seattle Police Department (“SPD”) will need to fulfill the terms of the MOU in 2023. The increased labor costs will be included in SPD’s base budget in future years. Funds supporting this

appropriations increase were held in the City’s unbudgeted labor planning reserves but will exceed the share held for SPOEG specifically due to a higher wage base than initially estimated. CBO will replenish reserves in 2023.

**2. CAPITAL IMPROVEMENT PROGRAM**

Does this legislation create, fund, or amend a CIP Project?          Yes   X   No

**3. SUMMARY OF FINANCIAL IMPLICATIONS**

Does this legislation amend the Adopted Budget?                        X   Yes     No

Appropriation change (\$):	General Fund \$		Other \$	
	2023	2024	2023	2024
	\$1,147,212			
Estimated revenue change (\$):	Revenue to General Fund		Revenue to Other Funds	
	2023	2024	2023	2024
Positions affected:	No. of Positions		Total FTE Change	
	2023	2024	2023	2024

**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?**

The financial impacts are outlined in the summary of the legislation. The increased labor costs beyond what is provided in this bill will be included in SPD’s base budget in future years.

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

If this MOU is not legislated, The City cannot implement the changes to wages and working conditions. There may be other implications of not authorizing the MOU.

**3.a. Appropriations**

  X   This legislation adds, changes, or deletes appropriations.

Fund Name and Number	Dept	Budget Control Level Name/Number*	2023 Appropriation Change	2024 Estimated Appropriation Change
General Fund (00100)	SPD	Special Operations (BO-SP-34000)	\$1,147,212	\$895,882
<b>TOTAL</b>			\$1,147,212	\$895,882

**Appropriations Notes:** The 2023 appropriation includes an estimated 2022 retroactive payment of \$251,330. The 2024 increase will be an ongoing cost contained in SPD's annual budget.

### 3.b. Revenues/Reimbursements

\_\_\_ This legislation adds, changes, or deletes revenues or reimbursements.

### 3.c. Positions

\_\_\_ This legislation adds, changes, or deletes positions.

## 4. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?** Yes, this legislation has operational and cost impacts to the Seattle Police Department.
- 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?** 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.