

**SUMMARY and FISCAL NOTE\***

<b>Department:</b>	<b>Dept. Contact/Phone:</b>	<b>CBO Contact/Phone:</b>
Seattle Department of Human Resources	Amanda Grumbach/206-684-3068	Julie Dingley/206-684-5523

*\* 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, commonly referred to as the Second Quarter 2019 Employment Ordinance; designating positions as exempt from the civil service system; returning a position to the civil service system; and adjusting salary ranges for certain pay titles; all by a 2/3 vote of the City Council.

**Summary and background of the Legislation:**

If passed, this legislation:

- a. Establishes 11 positions as exempt from the civil service system. The nature of the work to be performed by the positions is consistent with the exemption criteria set forth in Seattle Municipal Code Section 4.13.010 and Personnel Rule 2.2. These position changes may create a cost increase for the affected department, which will be funded within the existing budget authority.
- b. Returns one position to the civil service system. As a result of a classification review and determination, this position no longer meets the exemption criteria. This position will not create a change in cost for the affected department.
- c. Adjusts salary ranges for the Work Training Enrollee, Tier II pay title.

**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? \_\_\_ 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?**

The estimated costs associated with this legislation are summarized in the Summary and Fiscal Note Attachment 1 and will be funded through departments' existing budgets.

**Is there financial cost or other impacts of *not* implementing the legislation?**

This legislation is needed to appropriately designate civil service status, which can have personnel implications. If salary ranges to the Work Training Enrollee, Tier II pay title are not adjusted, wage compression will continue.

#### 4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**  
This legislation will affect the Department of Education & Early Learning, the Department of Parks & Recreation, Finance & Administration Services, the Office of Inspector General, the Office of Immigrant & Refugee Affairs, the Office of Housing, the Office of Planning & Community Development, the Seattle Information Technology Department, the Seattle Department of Transportation, and the Seattle Office for Civil Rights.
- b. Is a public hearing required for this legislation?**  
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?**  
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No.
- e. Does this legislation affect a piece of property?**  
No.
- f. 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
- 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

**List attachments/exhibits below:**

Summary Attachment 1 – Summary of Actions