

**SUMMARY and FISCAL NOTE\***

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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 execution of a collective bargaining agreement between The City of Seattle and Seattle Parking Enforcement Officers' Guild; and ratifying and confirming certain prior acts.

**Summary and background of the Legislation:**

This legislation authorizes an agreement between the City of Seattle and the Seattle Parking Enforcement Officers' Guild ("SPEOG"). It is a three-year agreement on wages, benefits, hours, and other working conditions for the time period of January 1, 2019 through December 31, 2021. This legislation affects approximately 105 regularly appointed City employees.

The collective bargaining agreement provides for wage adjustments of 4 percent in 2019 and 3.6 percent in 2020. In 2021, wages for all titles will increase by 1 percent plus 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), with a 4 percent maximum and 1.5 percent minimum increase. Shift differentials will increase to \$1.00/hour for swing shift and \$1.50/hour for graveyard shift effective December 25, 2019. Upon execution of the agreements, overtime meal compensation will increase to \$20.

The City and the Guild agreed to continue health care cost sharing as follows: the City will pay up to 7 percent of the annual health care cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs.

The collective bargaining agreement provides for other working conditions. Employees will pay the employee premium for the Washington State Paid Family Medical Leave Program commencing not less than 30 days after ratification of the agreement by both parties. Additionally, bereavement leave will increase from one or two days (depending on the distance travelled by employees) to five days for close relatives regardless of distance travelled, among other items.

## 2. SUMMARY OF FINANCIAL IMPLICATIONS

**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 developed the estimate below to approximate the costs of ratifying the agreements along with other employee groups (Coalition and non-represented employees) who receive the same increases. Costs for the collective bargaining agreement – which include City contributions to retirement, social security and Medicare – were included in the cost of the 2019-2020 biennial budget. Separate legislation will be forwarded by the City Budget Office in 2020 to authorize appropriation of funds to departments.

The aggregate costs of wages for the SPEOG agreement and Coalition agreements (as well as similarly classified non-represented employees, which have historically received the same wage increases) is estimated to grow from \$977 million in 2018 to \$1,106 million in 2021.

## 3. OTHER IMPLICATIONS

- a. **Does this legislation affect any departments besides the originating department?**  
Yes; there are financial and operational impacts to the Seattle Police Department, which employs members of SPEOG.
- 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?**  
This collective bargaining agreement includes enhancements to working conditions that could improve the work/life balance for employees, such as expansion of bereavement leave. It also provides increased rotation of interested employees through Special Assignments.
- 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)?**  
Not applicable.

**List attachments/exhibits below:**

Summary Attachment 1 – SPEOG Agreement – Bill Draft Version