

October 8, 2021

MEMORANDUM

To: Seattle City Council
From: Dan Eder, Deputy Director
Subject: CB 120186 – Additional Pay for Front-Line Workers

On October 11, 2021, the Council will discuss and possibly vote on [Council Bill \(CB\) 120186](#) that would authorize additional pay for eligible front-line City employees. This memo provides a high-level summary of the bill, describes a potential amendment to the bill, and identifies next steps.

Summary

CB 120186 would ratify three tentative agreements with:

1. The Coalition of City Unions and other signatory unions (including most but not all unions representing City staff);
2. The Internal Association of Fire Fighters Local 27; and
3. the Public, Professional & Office-Clerical Employees and Drivers Union Local No. 763 (Municipal Court).

These agreements would provide up to \$1,750 in a lump sum payment to eligible front-line City employees. CB 120186 would also authorize providing the same lump sum payment to eligible non-represented front-line employees throughout the City. The City and the Seattle Police Officers Guild have not yet reached a tentative agreement.

In transmitting the legislation for Council’s consideration, the City Budget Office indicates that the intent of the legislation is “to acknowledge hardships, offset additional costs, and retain front-line City employees who continued to deliver in-person, essential City services during the COVID-19 public health emergency.”

CB 120186 would authorize a lump sum payment to eligible employees of up to \$100/month, pro-rated by the number of hours and months they worked at a City worksite, retroactive to March 2020. In any given month during this period, employees could not qualify for both the maximum telework reimbursement (\$48 per month) and the additional maximum monthly payment amount authorized by CB 120186 (\$100 per month).

The City Budget Office calculates that the cost for additional pay to eligible represented and non-represented staff is approximately \$6.5 million, and there are equivalent reserves in the General Fund needed to support these costs. Future legislation will be needed in 2021 or early 2022 to authorize the necessary appropriations to make payments to eligible employees.

Potential Amendment

Council President González may be interested in moving Amendment A to CB 120186 (see Attachment 1) that would ratify another tentative agreement regarding additional pay for eligible employees. Specifically, Amendment A would ratify a tentative agreement between the City of Seattle’s Legislative Department and the union representing Central Staff analysts (see Attachment 2 [labeled as “Attachment 4” (to CB 120186)]). The terms of the tentative agreement that would be added by this amendment are consistent with the material elements of the other agreements addressed in the legislation.

Next Steps

If the Council votes to approve CB 120186, the Seattle Department of Human Resources would execute the tentative agreements with the applicable unions.

The Mayor’s Office expects to transmit future, separate legislation for the Council’s consideration that appropriates funding needed to make the payments contemplated in CB 120186 for eligible represented and non-represented employees.

Attachments:

1. Amendment A to CB 120186
2. Agreement by and between PROTEC17 and the City of Seattle [labeled as “Attachment 4” (to CB 120186)]

cc: Esther Handy, Director
Aly Pennucci, Policy and Budget Manager