



Legislation Text

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File #: CB 120186, Version: 2

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**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

AN ORDINANCE relating to City employment; authorizing the execution of agreements between The City of Seattle and certain City unions; authorizing compensation for certain City employees not covered by a collective bargaining agreement; and ratifying and confirming certain prior acts.

WHEREAS, during the COVID-19 pandemic, many City employees have been required to perform essential functions and deliver critical services to the community that can only be performed in person; and

WHEREAS, these employees play an essential role in the City and are on the front lines of delivering essential public services; and

WHEREAS, because of COVID-19, these employees may have experienced increased hardship, such as lack of public transit, limited access to childcare, and other challenges; and

WHEREAS, retention of these employees is of the utmost importance, and the City seeks to provide some additional acknowledgment of their extraordinary efforts; and

WHEREAS, the City also seeks to bolster front-line employee morale so they can continue to provide these essential in-person public services through the end of the current public health emergency; and

WHEREAS, collective bargaining has led to tentative agreements between The City of Seattle and certain City unions; and

WHEREAS, the City Budget Office has identified General Fund reserves sufficient to cover the estimated cost resulting from agreements and will submit subsequent legislation to appropriate funds once the departmental totals and payment timing are settled; and

WHEREAS, the City resolves to also apply such benefits to eligible employees not covered by a collective

bargaining agreement; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 1 and identified as “Agreement Coalition of City Unions and Certain Other Signatory Unions and The City of Seattle.” The Mayor shall only execute this agreement with unions who have ratified it.

Section 2. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and the International Brotherhood of Fire Fighters Local 27, substantially in the form attached to this ordinance as Attachment 2 and identified as “Agreement International Association of Fire Fighters Local 27 and The City of Seattle.” The Mayor shall only execute this agreement after the union has ratified it.

Section 3. As requested by the Seattle Human Resources Director and recommended by the Mayor, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 3 and identified as “Memorandum of Agreement by and between The City of Seattle Municipal Court and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763” The Mayor shall only execute this agreement after the union has ratified it.

Section 4. As requested by the Seattle Human Resources Director, the Mayor is authorized on behalf of The City of Seattle (City) to execute an agreement between the City and certain City unions, substantially in the form attached to this ordinance as Attachment 4 and identified as “Agreement by and between PROTEC17 and the City of Seattle.” The Mayor shall only execute this agreement after the union has ratified it.

Section 5. This section shall apply to eligible City employees who are not represented by a union or covered by a collective bargaining agreement.

A. Acknowledgement of front-line worker pay. Current City of Seattle employees who have been required to perform work in person at City job sites and offices during the pandemic will be paid a one-time taxable payment of up to \$1,750 (pro-rated for part-time employees). Eligible employees must be on the City's payroll on or after August 1, 2021. Employees who separated from employment prior to August 1, 2021 are not eligible to receive this payment. This payment will be paid to eligible employees no later than March 31, 2022 as long as the employee timely files their paperwork.

B. Employee eligibility self-attestation. To qualify for this acknowledgement of front-line worker pay and determine lump sum amount, an employee must certify in writing each of the following:

1. Eligibility for work performed in person. The employee was directed by management or the work was required to be performed in-person at any time between March 20, 2020 and December 31, 2021.

2. Lump sum calculation. The employee may qualify for either a full monthly payment or partial monthly payment according below:

a. Full monthly payment. For each month between March 20, 2020 through December 31, 2021, if the employee was directed by management or the work was required to be performed in-person greater than 110 regular hours in the month, they shall receive \$100 for that month. For each month they received 100 percent of the telework stipend, they shall not receive the acknowledgement of front-line worker pay for that month; or

b. Partial monthly payment. For each month between March 20, 2020 through December 31, 2021, if the employee was directed by management or the work was required to be performed in-person more than 94 regular hours, but less than or equal to 110 regular hours in the month, they shall receive \$50 for that month. For each month they received 50 percent of the telework stipend, they shall be eligible to receive no more than 50 percent of the acknowledgement of front-line worker pay for that month.

3. Total compensation. No employee's combined payment of the telework stipend and front-line worker acknowledgement pay shall exceed \$100 for any month. The total front-line worker acknowledgement

pay lump sum payment for an employee shall not exceed \$1,750.

Section 6. This ordinance shall expire on March 31, 2022.

Section 7. The Seattle Human Resources Director is authorized to promulgate administrative guidance to implement this ordinance.

Section 8. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 9. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2021, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Jenny A. Durkan, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_

Monica Martinez Simmons, City Clerk

(Seal)

**Attachments:**

Attachment 1 - Agreement Coalition of City Unions and Certain Other Signatory Unions and The City of Seattle

Attachment 2 - Agreement International Association of Fire Fighters Local 27 and The City of Seattle

Attachment 3 - Memorandum of Agreement by and between The City of Seattle Municipal Court and Public, Professional & Office-Clerical Employees and Drivers Local Union No. 763

Attachment 4 - Agreement by and between PROTEC17 and the City of Seattle