

2013 - 2014 Seattle City Council Green Sheet

Ready for Notebook

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Budget Action Title: Pass C.B. 117617 - 2013 furlough program for non-represented employees

Councilmembers: Budget Committee

Staff Analyst: Patricia Lee

Council Bill or Resolution: 117617

Date		Total	SB	BH	TR	RC	TB	NL	JG	SC	MO
	Yes										
	No										
	Abstain										
	Absent										

Budget Action description:

This green sheet recommends passage of C.B. 117617 which authorizes a furlough program in 2013 for City employees not covered by a collective bargaining agreement in the Executive and Legislative Branches and City Attorney’s Office. While this ordinance provides authority for and defines the provisions of a furlough program, it does not mandate it. Each hiring authority will determine which employees, if any, will take a furlough in 2013.

The provisions of the 2013 furlough program are:

- Furlough days will be scheduled based on each department or office’s operational needs.
- Although furlough days are unpaid, employees will receive most of the benefits they receive on paid leave days including accrual of sick and vacation time, retention of health insurance and other insured benefits, holiday benefits and pay, and continuation of personnel processes, i.e., furloughs will not count as a break in service and will not affect seniority, step placement or length of trial or probationary periods.
- Employees and the City will not make contributions to the Retirement System for furlough days and employees will not receive retirement service credit for furlough days.
- Employees earning less than \$18.00 an hour in 2013, or planning to retire by December 31, 2015, may use certain types of paid leave for their furlough days.
- Employees who submit a letter of intent to retire by December 31, 2015 and take vacation or compensatory time for their furlough days, and do not retire by December 31, 2015 shall reimburse the City either by pay or by deduction of equivalent vacation or compensatory time.
- Temporary employees and volunteers shall not be assigned to perform work to cover the time loss associated with furloughs.

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Employees in the Office of Intergovernmental Relations will take a furlough in 2013. This will result in an estimated one time General Subfund savings of approximately \$9000 in 2013.