Office of the Mayor
City of Seattle
Edward B. Murray, Mayor

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CITY OF SEATTLE
2014 JAN -3 PM 4:07
CITY CLERK

Executive Order 2014-01
Planning and Implementation of $15/hour minimum wage for City Employees

An Executive Order directing all City Department Directors to prioritize and work in coordination with the City Personnel Department and the City Budget Office to develop a comprehensive implementation plan that ensures a minimum hourly wage of fifteen dollars ($15) for employees of the City of Seattle.

WHEREAS, this Administration is committed to pursuing, supporting and implementing a range of strategies to address opportunity gaps that prevent income and upward social mobility for all Seattle residents; and

WHEREAS, the Mayor formed an Income Inequality Advisory Committee charged with the responsibility of proposing a set of actionable recommendations to raise the minimum wage for consideration no later than April of 2014; and

WHEREAS, Seattle is a progressive city and a national leader in advancing the dialogue around addressing growing income disparities in our communities while identifying opportunities to create jobs and foster a thriving economy; and

WHEREAS, the City of Seattle is the 7th largest employer in King County and has a responsibility to its approximately 10,000 employee workforce to lead by example in advancing efforts to increase the minimum wage; and

WHEREAS, a comprehensive review and development of an implementation plan will require analysis regarding the number of impacted employees, assessing demographic information, evaluating the types of positions affected, implications on the overall wage scale, issues pertaining to contracted workers and service providers, identifying funding options and developing a timeline for action; and

WHEREAS, due to the complexity of the City's personnel classification system and compensation system, early and immediate examination and development of possible implementation plans is necessary by all City departments in order to reach full-scale execution as soon as possible and practicable;

NOW, THEREFORE, I EDWARD. B. MURRAY, Seattle Mayor, do order that all City departments work under the direction of and provide all necessary resources to the City Personnel Department and City Budget Office in prioritizing the development of a minimum $15 per hour minimum wage for City employees by addressing the human resource, labor relations and budgetary implications of this new policy and exploring potential options surrounding its implementation, including possible retroactivity to the start of 2014. In turn, the Personnel Department and Budget Office will consult with and seek concurrence from the City Council and coordinate with the Income Inequality Advisory Committee tasked with policy development regarding livable wages here in Seattle to examine these and other policy considerations.

All inquiries may be directed to Susan Coskey, Director, City Personnel Department and Ben Noble, Director, City Budget Office.

Dated this 3rd day of January, 2014

Edward B. Murray
Mayor, City of Seattle