

Ordinance No. 122551

Council Bill No. 116070

AN ORDINANCE conditionally authorizing the Mayor to sign and/or execute individual collective bargaining agreements by and between the City of Seattle and the individual Unions which are part of the Coalition of City Unions to be effective January 1, 2008 through December 31, 2010; and providing payment therefor.

CF No. _____

Date Introduced: <u>Nov. 5, 2007</u>		
Date 1st Referred:	To: (committee) <u>Full Council</u>	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: <u>Nov. 13, 2007</u>	Full Council Vote: <u>7-0</u>	
Date Presented to Mayor: <u>Nov. 14, 2007</u>	Date Approved: <u>11/16/07</u>	
Date Returned to City Clerk: <u>11/16/07</u>	Date Published: <u>5</u>	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____

Councilmember

Committee Action:

Nov. 13, 2007 Full Council PASSED 7-0 (Excused: Conlin, Steinboeck)

This file is complete and ready for presentation to Full Council. Committee: _____
(initial/date)

Law Department

Law Dept. Review

OMP
Review

City Clerk
Review

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City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

October 30, 2007

Honorable Nick Licata
President
Seattle City Council
City Hall, 2nd Floor

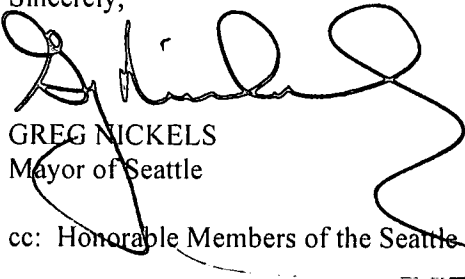
Dear Council President Licata:

I am pleased to transmit to you the attached Council Bill which authorizes the execution of a Tentative Agreement authorizing the amendment of the Collective Bargaining Agreements between the City of Seattle and the Coalition of City Unions that expire on December 31, 2007. The Coalition of City Unions (hereafter referred to as "the Coalition") represents 36 bargaining units, affects 18 collective bargaining agreements, and covers approximately 5,015 City employees.

The Tentative Agreement covers the period from January 1, 2008 through December 31, 2010. The Agreement increases wages by 3.8 percent in 2008, and provides for 100 percent increase of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) with a two percent minimum floor and a seven percent maximum ceiling for 2009 and for 2010. Additionally, certain Coalition job titles will receive salary adjustments based on the City's business need for recruitment and retention of employees in certain positions, market analysis of comparable job titles in other public jurisdictions, and impact bargaining. Health care cost sharing shall continue as agreed upon in the previous contract: the City will pay up to seven percent of annual healthcare cost increases, with premium sharing of additional increases at 85 percent for the City and 15 percent for employees once the Rate Stabilization Fund has been exhausted. Union members will receive a total of \$30 per month (up from \$15 per month) in transit pass subsidies effective January 1, 2008, and the value of a one-zone peak pass beginning January 1, 2009. Shift differential pay will be \$0.65 per hour for swing shift, and \$0.95 per hour for graveyard shift. Finally, the City and Coalition have agreed that the City and its employees will equally share any future increases to retirement contributions, should a year-end actuarial study commissioned by the Seattle City Employees' Retirement System find that unfunded actuarial liability exceeds thirty years.

Thank you for your consideration of this legislation. Should you have questions, please contact David Bracilano at (206) 684-7874 or Sarah Butler at (206) 684-7929.

Sincerely,



GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

600 Fourth Avenue, 7th Floor, P.O. Box 94749, Seattle, WA 98124-4749

Tel: (206) 684-4000, TDD: (206) 615-0476 Fax: (206) 684-5360, Email: mayors.office@seattle.gov

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ORDINANCE 122551

AN ORDINANCE conditionally authorizing the Mayor to sign and/or execute individual collective bargaining agreements by and between the City of Seattle and the individual Unions which are part of the Coalition of City Unions to be effective January 1, 2008 through December 31, 2010; and providing payment therefor.

WHEREAS, collective bargaining agreements between the City of Seattle and representatives of certain City employees expire on December 31, 2007; and

WHEREAS, the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 104; the International Union of Painters and Allied Trades District Council #5; the International Association of Machinists and Aerospace Workers, Lodge 160, Local 289; the Inlandboatmen's Union of the Pacific; the International Federation of Professional and Technical Engineers, Local 17; the International Brotherhood of Teamsters, Local 117; the International Brotherhood of Electrical Workers, Local 46; the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 32; the International Brotherhood of Teamsters, Local 763; the International Union of Operating Engineers, Local 286; the Seattle Police Dispatchers' Guild; the UNITE Hotel Employees & Restaurant Employees, Local 8; the Public Service & Industrial Employees, Local 1239; the Washington State Council of County and City Employees, Local 21 and Local 2083; the Joint Crafts Council; the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada, Local 15; the Sheet Metal Workers International Association, Local 66; the Pacific Northwest Regional Council of Carpenters; and the Seattle Municipal Court Marshals' Guild, International Union of Police Associations, Local 600 formed a coalition, herein referred to as the "Coalition of City Unions" to collectively negotiate wages, health care, retirement and other conditions of employment with the City of Seattle; and

WHEREAS, collective bargaining between the City of Seattle and the Coalition of City Unions has led to an agreement concerning wages, health care benefits, retirement benefits and other conditions of employment as specified in a Tentative Agreement; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

1 Section 1. As used in this ordinance, the following terms shall have the following
2 meanings:

3 "COLLECTIVE BARGAINING AGREEMENTS" means the collective bargaining
4 agreements and memoranda of agreement by and between the City of Seattle and the United
5 Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 32 -
6 Seattle Public Utilities Titles, Crew Chiefs, Plumbers and Plumber Crew Chiefs; the Pacific
7 Northwest Regional Council of Carpenters; the International Association of Machinists and
8 Aerospace Workers, District Lodge 160, Local 289; the Public Service & Industrial Employees,
9 Local 1239 - Recreation Unit; the International Federation of Professional and Technical
10 Engineers, Local 17 - Technical, Professional, Senior Business, Senior Professional, and
11 Administrative Support Units; the International Federation of Professional and Technical
12 Engineers, Local 17 - Probation Counselors; the International Federation of Professional and
13 Technical Engineers, Local 17, Information Technology Professionals unit; the Seattle Police
14 Dispatchers' Guild; the International Brotherhood of Teamsters, Local 763 - Municipal Court
15 Service Employees; the International Brotherhood of Teamsters, Local 117 - Community Service
16 Officers and Evidence Warehouse Units; the International Brotherhood of Teamsters, Local 117
17 - Admissions Personnel Unit; the Joint Crafts Council; the Washington State Council of County
18 and City Employees, Local 21 - Truck Drivers and Dispatchers, and Janitorial units; the
19 Washington State Council of County and City Employees, Local 21P, Parking Enforcement
20 Officers; the Washington State Council of County and City Employees, Local 21Z - Crew Chiefs
21 and Supervisors' unit; the Washington State Council of County and City Employees, Council 2,
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1 Local 2083 – Seattle Public Library Employees and General and Security Officer units; and the
2 Seattle Municipal Court Marshals' Guild, International Union of Police Associations, Local 600.

3 "COALITION OF CITY UNIONS" means the International Brotherhood of
4 Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 104; the International
5 Union of Painters and Allied Trades District Council #5; the International Association of
6 Machinists and Aerospace Workers, Lodge 160, Local 289; the Inlandboatmen's Union of the
7 Pacific; the International Federation of Professional and Technical Engineers, Local 17; the
8 International Brotherhood of Teamsters, Local 117; the International Brotherhood of Electrical
9 Workers, Local 46; the United Association of Journeymen and Apprentices of the Plumbing and
10 Pipe Fitting Industry, Local 32; the International Brotherhood of Teamsters, Local 763; the
11 International Union of Operating Engineers, Local 286; the Seattle Police Dispatchers' Guild; the
12 UNITE Hotel Employees & Restaurant Employees, Local 8; the Public Service & Industrial
13 Employees, Local 1239; the Washington State Council of County and City Employees, Local 21
14 and Local 2083; the Joint Crafts Council; the International Alliance of Theatrical Stage
15 Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and
16 Canada, Local 15; the Sheet Metal Workers International Association, Local 66; the Pacific
17 Northwest Regional Council of Carpenters; and the Seattle Municipal Court Marshals' Guild,
18 International Union of Police Associations, Local 600.

19 Section 2. As requested by the Personnel Director and recommended by the Mayor, the
20 Mayor is hereby authorized for and on behalf of the City of Seattle to sign and/or execute
21 individual Collective Bargaining Agreements by and between the City and the individual Unions
22

1 that are a part of the Coalition of City Unions to be effective from January 1, 2008 through
2 December 31, 2010, provided that: 1) each Collective Bargaining Agreement is consistent with
3 the terms of the tentative agreement identified as "Tentative Agreement by and between the City
4 of Seattle and the Coalition of City Unions" and attached hereto as Attachment 1; 2) the
5 Collective Bargaining Agreement has been ratified by the Union that is a party to the agreement
6 being signed; and 3) the Collective Bargaining Agreement has been ratified by the City Council
7 by resolution or by ordinance.
8

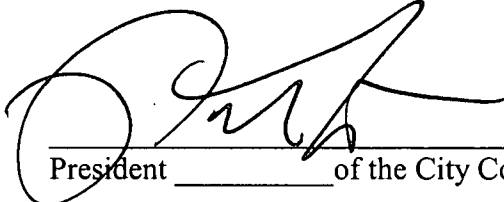
9 Section 3. The heads of employing units and/or their designee are hereby authorized to
10 use unexpended and unencumbered salary funds accumulating in their budgets to pay the
11 compensation authorized in each effective Collective Bargaining Agreement.
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13 Section 4. Any act consistent with the authority and prior to the effective date of this
14 ordinance is hereby ratified and confirmed.
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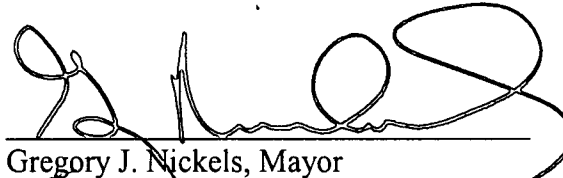
Section 5. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 13th day of November, 2007, and signed by me in open session in authentication of its passage this 13th day of November, 2007.



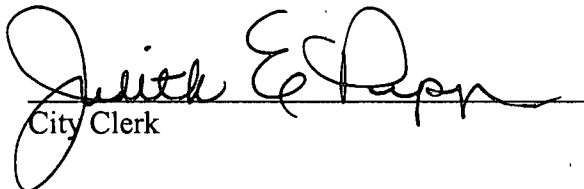
President _____ of the City Council

Approved by me this 16th day of November, 2007.



Gregory J. Nickels, Mayor

Filed by me this 16th day of November, 2007.



City Clerk

(Seal)

Attachment 1: Tentative Agreement by and between the City of Seattle and the Coalition of City Unions

TENTATIVE AGREEMENT
by and between the
CITY OF SEATTLE
and the
COALITION OF CITY UNIONS
October 3, 2007

Wages

- 2008 Effective December 26, 2007 -- 3.8% increase equal to 100% of the Local CPI-W average for June 2006 through June 2007**
- 2009 Effective January 7, 2009 --100% of the Local CPI-W average for June 2007 through June 2008, with a 2% minimum floor and a 7% maximum ceiling**
- 2010 Effective January 6, 2010 -- 100% of the Local CPI-W average for June 2008 through June 2009, with a 2% minimum floor and a 7% maximum ceiling**

Health Care

2008-2010

The Memorandum of Agreement governing the Health Care Committee shall not be amended so that for the 2008 through 2010 contract years the following concepts shall continue to apply:

1. The City shall pay up to one hundred seven percent (107%) of the City's previous year's costs to the extent required to cover increases in the total health care costs for a given program year (e.g. 2008, 2009 or 2010);
2. The RSF shall be utilized for any given program year until it is exhausted to cover costs in excess of the City's obligation identified in 1, above;
3. After the RSF has been exhausted, additional costs shall be shared by the City paying eighty-five percent (85%) of the excess costs and employees paying fifteen percent (15%) of the excess costs;
4. **Intent: Plan designs are to be maintained during this Contract, not to be diminished.** The respective health care plan benefit designs may only be modified by the Health Care Committee for any contract year by the written, mutual agreement of the parties (Coalition of City Unions and the City);
5. **Intent: Should the parties agree to reduce premium costs, the reduction would apply to City as well as employee premiums.** Use of resources from the RSF during any contract year to reduce projected



increase in health care costs that exceed the resources provided through 1, above, shall be authorized only if applied to the total, annual premiums of the respective health care plan(s); and

6. No decision by the Health Care Committee shall be permitted that modifies the established percentages established in 3, above.

Salary Adjustments

The City agrees to enter into negotiations over salary adjustments for certain job titles as identified by the City and the Union as those tied to retention and/or recruitment issues and/or impact bargaining. Should the City and Union agree that a salary adjustment is warranted for these job titles, the effective date of such an adjustment shall not be before **December 26, 2007, unless City and Union agree that impacts warrant an earlier effective date.**

The City agrees to enter into negotiations over salary adjustments for certain job titles as agreed to by the City and the Unions that did not result in adequate benchmarked salary data pursuant to the market analysis referenced below. Should the City and Union agree that a salary adjustment is warranted for these job titles, the effective date of such adjustment shall not be before **December 26, 2007, unless the City and Union agree that impacts warrant an earlier effective date.**

The City and Unions agree that effective **December 26, 2007**, salary adjustments shall be implemented for those job titles that resulted in at least a 5% or more differential below the established market analysis as identified by the City and the Unions. The amount of salary adjustment for those job titles that were found to be at least 5% or more below the established market analysis shall be equal to the greater of the percentage below market as determined by either the "mid-point of the salary range" or "the median of the salaries". There shall be no additional negotiations over the amount of salary adjustment for the job titles.

If any salary adjustment from the above referenced job titles result in wage compression within a classification series, the City shall bargain the new adjustment(s) for the affected classifications, effective on the date consistent with the above provisions.

Transit Passes

Effective January 1, 2008, the City agrees to increase the current \$15/month transit pass subsidy by \$15/month for a total transit pass subsidy of \$30/month.

Effective January 1, 2009, the City agrees to increase the transit pass subsidy to an amount equal to the current monthly rate of a "one-zone" peak Puget Pass.

Shift Differential Pay

Effective upon signature of those collective bargaining agreements that provide for shift differential pay, the City agrees that those collective bargaining agreements shall express an increase shift differential pay to the following amounts: Swing Shift at \$0.65 per hour and Graveyard Shift at \$0.90 per hour. All other provisions relative to shift differential pay in the respective collective bargaining agreements shall not be amended.

Retirement

All collective bargaining agreements established as a result of these negotiations shall contain a provision establishing that, if a year-end actuarial study commissioned by the Seattle City Employees' Retirement System (hereinafter, "System") finds that the amortization period for the System's unfunded actuarial liability exceeds thirty (30) years, the City and employees shall equally increase contribution rates to the System in an amount determined by the actuary to be needed to achieve a thirty (30) year amortization period.

The required contribution rate increases shall take effect at the beginning of the first pay period of the year following completion of the actuarial study. For example, if the actuarial study for the System as of December 31, 2008 was presented to the Retirement Board in June 2009, and if that study showed an amortization period for the unfunded liability in excess of 30 years that the actuary determined required a total increase in contributions of one percent (1%) to meet the system's unfunded liability threshold, the City's contribution rate would increase by one-half of one percent (.5%) and the employee contribution rate would increase by one-half of one percent (.5%) at the beginning of the first pay period in 2010.

All other Economic Issues

The City and Unions agree that this agreement expressly resolves all issues that are associated with costs, except where negotiations provides cost offsets and/or where those negotiations pertain to titles as referenced above.

Established this 3rd day of October, 2007.

FOR THE CITY OF SEATTLE

David Bracilano
Director of Labor Relations

Mark M. McDermott
Personnel Director



SIGNATORY UNIONS

Scott Best, President
Seattle Police Dispatchers' Guild

Bill Dennis, Staff Representative
W.S.C.C.C.E., Locals 21 and 21P

Steve Bloom, Business Representative
I.U. Painters and Allied Trades,
District Council #5

Diana Douglas, Union Representative
I.F.P.T.E., Local 17
PTA

Ouida Bryson, President
Seattle Municipal Court Marshals' Guild
I.U.P.A., Local 600

Ethan Fineout, Staff Representative
A.F.S.C.M.E. Council 2
Local 21Z

Melody Coffman, Business Representative
I.A.M.A.W. District Lodge 160
Local 289

Marty Fox, Business Representative
Sheet Metal Workers, Local 66

Dennis Conklin, Regional Director
Inland Boatmen's Union of the Pacific

David A. Grage, Secretary-Treasurer
Teamsters, Local 763 (JCC) and Municipal
Court

Bill Dennis, Staff Representative
W.S.C.C.C.E., Council 2 (Locals 2083 and
2083C)

Bruce Heniken, Business Representative
I.U. Operating Engineers, Local 286



Patti Kieval, Union Representative
I.F.P.T.E., Local 17
PTA, IT Professionals

Adrienne Thompson, Union Representative
I.F.P.T.E., Local 17
PTA, Probation Counselors

Janet Lewis, Business Representative
I.B.E.W., Local 46

Wayne Thueringer, Business Representative
P.N.W. Carpenters District Council

John L. Masterjohn, Business Manager
P.S.I.E., Local 1239 and Local 1239 Security
Officers (JCC); Local 1239 Recreation Unit

William Wickline, Business Representative
I.A.T.S.E., Local 15

Omar Perestrejo, Secretary, Treasurer
H.E.R.E., Local 8

John A. Williams, Secretary-Treasurer
Teamsters; Local 117 JCC Unit, Admissions
Unit, Community Service Officers &
Evidence Warehouse

Guadalupe Perez, Business Representative
I.F.P.T.E., Local 17
PTA

Marty Yellam, Business Representative
U.A. Plumbers and Pipefitters, Local 32

Gary Powers, Business Representative
Boilermakers Union, Local 104

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel	David Bracilano/47874 Sarah Butler/47929	Karen Grove/45805

Legislation Title:

AN ORDINANCE conditionally authorizing the Mayor to sign and/or execute individual collective bargaining agreements by and between the City of Seattle and the individual Unions which are part of the Coalition of City Unions to be effective January 1, 2008 through December 31, 2010; and providing payment therefor.

• **Summary of the Legislation:**

The attached Council Bill authorizes the Mayor to execute a Tentative Agreement between the City of Seattle and the Coalition of City Unions (the Coalition) defining wages, benefits, and other conditions of employment. The Tentative Agreement provides for a wage increase of 3.8 percent for 2008, and 100 percent of the annual growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for August through June with a two percent minimum floor and a seven percent maximum ceiling for 2009 and 2010. Health care cost sharing shall continue as agreed upon in the previous contract: the City will pay up to 7 percent of annual healthcare cost increases, with premium sharing of additional increases at 85 percent for the City and 15 percent for employees once the Rate Stabilization Fund has been exhausted.

Additionally, the Tentative Agreement provides for salary adjustments beyond a cost of living increase to certain job titles. Salary adjustment increases were based on city business need to recruit new employees to fill vacancies and to retain employees in job titles experiencing high turnover rates, market analysis of comparable job titles in other public jurisdictions, and impact bargaining.

Union members will also receive an increase to the transit pass subsidy under the Tentative Agreement. The subsidy shall increase from \$15 per month to \$30 per month beginning January 1, 2008. Effective January 1, 2009, the subsidy shall increase from \$30/month to the value of a peak one-zone Puget Pass (currently \$54 per month).

Shift differential pay shall be \$0.65 per hour for swing shift, and \$0.95 per hour for graveyard shift, effective upon signature of those collective bargaining agreements that provide for shift differential pay.

All collective bargaining agreements signatory to the Tentative Agreement shall contain a provision establishing that, if a year-end actuarial study commissioned by the Seattle City Employees' Retirement System (hereinafter, "System") finds that the amortization period for the System's unfunded actuarial liability exceeds thirty (30) years, the City and employees shall equally increase contribution rates to the System in an amount determined by the actuary to be needed to achieve a thirty (30) year amortization period.

- **Background:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):*

Collective Bargaining Agreements between the City and the Coalition expire on December 31, 2007. The City and the Coalition began negotiations in the summer of 2007, with salary adjustments to certain job titles being the major subject of this round of bargaining. The City and the Coalition came to a tentative agreement on October 3, 2007.

- *Please check one of the following:*

☐ **This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*

☒ **This legislation has financial implications.** *(Please complete all relevant sections that follow.)*

Appropriations: *This table should reflect appropriations that are a direct result of this legislation. In the event that the project/ programs associated with this ordinance have appropriations that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below.*

Fund Name and Number	Department	Budget Control Level*	2007 Appropriation	2008 Anticipated Appropriation
TOTAL				

**See budget book to obtain the appropriate Budget Control Level for your department.*

Notes:

The 2008 costs of the Tentative Agreement were assumed in the development of the 2008 Proposed Budget. As a result, Council approval of this legislation will have no implications for the 2008 budget and will require no appropriation changes. The 2009 and 2010 costs associated with the Tentative Agreement will be included in the development of the 2009-2010 biennial budget. See the Spending/Cash Flow section's notes, below, for more information.

Anticipated Revenue/Reimbursement: Resulting From This Legislation: *This table should reflect revenues/reimbursements that are a direct result of this legislation. In the event that the issues/projects associated with this ordinance/resolution have revenues or reimbursements that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below the table.*

Fund Name and Number	Department	Revenue Source	2007 Revenue	2008 Revenue
TOTAL				

Notes:

Total Regular Positions Created Or Abrogated Through This Legislation, Including FTE

Impact: *This table should only reflect the actual number of positions created by this legislation. In the event that positions have been, or will be, created as a result of previous or future legislation or budget actions, please provide details in the Notes section below the table.*

Position Title and Department*	Fund Name	Fund Number	Part-Time/ Full Time	2007 Positions	2007 FTE	2008 Positions**	2008 FTE**
TOTAL							

* List each position separately

** 2008 positions and FTE are total 2008 position changes resulting from this legislation, not incremental changes. Therefore, under 2008, please be sure to include any continuing positions from 2007.

Notes:

- **Do positions sunset in the future?** (If yes, identify sunset date):

Spending/Cash Flow: *This table should be completed only in those cases where part or all of the funds authorized by this legislation will be spent in a different year than when they were appropriated (e.g., as in the case of certain grants and capital projects). Details surrounding spending that will occur in future years should be provided in the Notes section below the table.*

Fund Name and Number	Department	Budget Control Level*	2007 Expenditures	2008 Anticipated Expenditures
TOTAL				

* See budget book to obtain the appropriate Budget Control Level for your department.

Notes:

The 2008 costs of the Tentative Agreement were assumed in the development of the 2008 Proposed Budget. As a result, Council approval of this legislation will have no implications for the 2008 budget and will require no appropriation changes. The 2009 and 2010 costs associated with the Tentative Agreement will be included in the development of the 2009-2010 biennial budget.

Cost items associated with the Tentative Agreement include wages and employment benefits for the Coalition as well as non-represented employees, who have historically received equal increases in compensation. Coalition members and non-represented employee wages, not including the bargained salary adjustments, will increase by 3.8 percent in 2008, and are projected to increase by 3.4 percent in 2009 and 2.7 percent in 2010. The City will also incur costs for salary-related benefits such as pension, social security, and Medicare. Given these increases, the aggregate salary and salary-related benefits for Coalition members and non-represented employees would grow from \$546.6 million in 2007 to approximately \$608.4 million in 2010.

- **What is the financial cost of not implementing the legislation?** *(Estimate the costs to the City of not implementing the legislation, including estimated costs to maintain or expand an existing facility or the cost avoidance due to replacement of an existing facility, potential conflicts with regulatory requirements, or other potential costs if the legislation is not implemented.)*

Without ratification of the Tentative Agreement, Coalition members and non-represented employees will continue to receive wages and benefits that became effective on December 27, 2006.

- **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** *(Include any potential alternatives to the proposed legislation, such as reducing fee-supported activities, identifying outside funding sources for fee-supported activities, etc.)*

None

- **Is the legislation subject to public hearing requirements:** *(If yes, what public hearings have been held to date, and/or what plans are in place to hold a public hearing(s) in the future.)*

No

- **Other Issues** *(including long-term implications of the legislation):*

None

Please list attachments to the fiscal note below:

STATE OF WASHINGTON – KING COUNTY

--SS.

217615
CITY OF SEATTLE, CLERKS OFFICE

No.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

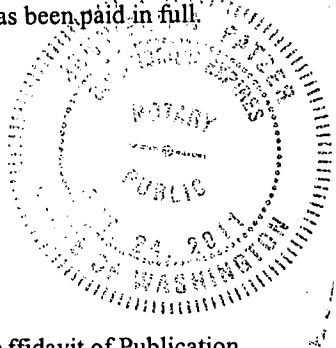
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

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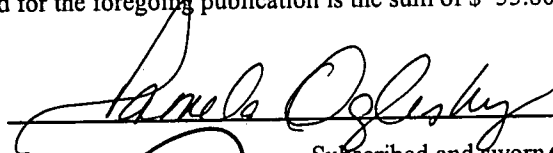
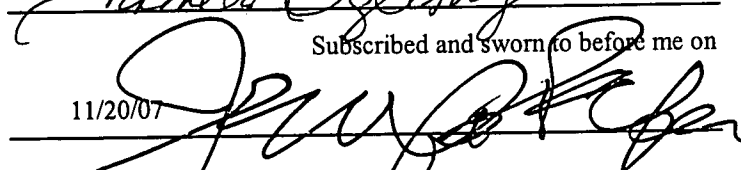
was published on

11/20/07

The amount of the fee charged for the foregoing publication is the sum of \$ 55.80, which amount has been paid in full.



Affidavit of Publication


Subscribed and sworn to before me on
11/20/07 
Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on November 13, 2007, and published here by title only, will be mailed, at no cost, on request for two months after this publication. For further information, contact the Seattle City Clerk at 684-8344.

ORDINANCE NO. 122552

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

ORDINANCE NO. 122551

AN ORDINANCE conditionally authorizing the Mayor to sign and/or execute individual collective bargaining agreements by and between the City of Seattle and the individual Unions which are part of the Coalition of City Unions to be effective January 1, 2008 through December 31, 2010; and providing payment therefor.

ORDINANCE NO. 122550

AN ORDINANCE adopting the 2008 Update to the City of Seattle 2005-2008 Consolidated Plan for Housing and Community Development, including a table of proposed projects and general policies for the use of the City's funding resources for housing and community development; authorizing the submission of the 2008 Update to the United States Department of Housing and Urban Development; and authorizing the Human Services Director to make changes to the Plan for certain purposes.

Date of publication in the Seattle Daily Journal of Commerce, November 20, 2007.
11/20/217615