Ordinance No. 123458

Council Bill No. 117037

AN ORDINANCE relating to City employment; establishing a 2011 furlough program for certain non-represented employees.

CF No. _____

Date Introduced: Nov. 1, 2010	
Date 1st Referred: Nov. 1, 2011	To: (committee) Budget
Date Re - Referred:	To: (committee)
Date Re - Referred:	To: (committee)
Date of Final Passage: 11.22.10	Full Council Vote: 9.0
Date Presented to Mayor: 11.23.10	Date Approved: Dec. 2, 2010
Date Returned to City Clerk: Dec. 2, 2010	Date Published: T.O. ✓ F.T. ___
Date Vetoed by Mayor:	Date Veto Published:
Date Passed Over Veto:	Veto Sustained:

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: Godden
Councilmember

Committee Action:

11.12.10 Pass 9-0

11.22.10 Passed 9.0

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

Law Dept. Review | OMP Review | City Clerk Review | Electronic Copy Loaded | Indexed

ORDINANCE 123458

AN ORDINANCE relating to City employment; establishing a 2011 furlough program for certain non-represented employees.

WHEREAS, the City is experiencing revenue shortfalls due to the national economic crisis and is required to make substantial cuts to its operating budget; and

WHEREAS, the City has identified furloughs as a way to reduce its operating costs and mitigate the number of layoffs required in the 2011 budget; and

WHEREAS, the City resolves to support its employees by creating a furlough program having the least possible impact on employment benefits and other working conditions; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The Mayor is authorized to implement a furlough program for non-represented employees in the Executive Branch of City government. The City Budget Office may identify certain non-represented employees in the Executive Branch who shall participate in the unpaid furlough program. The Executive Branch departments shall schedule furlough days for employees on a department or work unit basis, according to each department's operational need.

Section 2. The Seattle City Attorney is authorized to implement a furlough program for non represented employees in the City Attorney's Office. The City Attorney may identify certain non-represented employees in the City Attorney's Office who shall participate in the unpaid furlough program. The City Attorney shall schedule furlough days on a department or work unit basis, according to the City Attorney's Office's operational need.

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Section 3. The Legislative Branch is authorized to implement a furlough program for non-represented employees in the Legislative Branch. The City Council may identify certain non-represented employees in the Legislative Department who shall participate in the unpaid furlough program. The City Council shall schedule furlough days on a department or work unit basis, according to the Legislative Department's operational needs.

Section 4. Unpaid furlough time will accrue sick leave and vacation time.

Section 5. Unpaid furlough time will not affect employee holiday pay or holiday benefits.

Section 6. Unpaid furlough time will count towards the hours threshold used to determine the number of personal holidays received.

Section 7. Employees whose pay is less than $18.00 an hour in 2011 may opt to use paid vacation, personal holidays, or compensatory time during their absence for a furlough day.

Section 8. The City and employees will not make contributions to the Seattle City Employees' Retirement System for unpaid furlough time, and employees will not receive service credit for retirement purposes for unpaid furlough time. An employee who is identified as subject to furloughs who plans to retire by December 31, 2013, shall be permitted to use vacation or compensatory time in lieu of furlough days, provided he or she submits a written notice of intent to retire to his or her Human Resources unit and consents to a payroll or leave deduction no later than December 31, 2011. Should such employee not retire by December 31, 2013, the employee shall return payment for the leave used on furlough days to the City either by pay or deduction of equivalent vacation or compensatory hours.

CITY CLERK

Section 9. Medical, dental, vision and any other insured benefits coverage shall not be impacted by the furloughs.

Section 10. Unpaid furlough time will not count as a break in service and shall not impact seniority, step placement, probationary periods or trial service periods.

Section 11. Temporary employees and volunteers shall not be assigned to perform work to cover the time loss associated with furloughs.

Section 12. This ordinance shall take effect and be in force 30 days from and 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 22 day of November, 2010, and signed by me in open session in authentication of its passage this 22 day of November, 2010.

President _____ of the City Council

Approved by me this 2ND day of December, 2010.

Michael McGinn, Mayor

Filed by me this 2nd day of December, 2010.

City Clerk

(Seal)

BDS CITY CLERK

Hall Walker/pml
CBO/ PER Non-Rep Furlough 2011FISC
October 27, 2010
Version #5

Form revised April 10, 2010

2011-2012 BUDGET LEGISLATION FISCAL NOTE

Department:	Contact Person/Phone:	CBO Analyst/Phone:
City Budget Office / Personnel	Hall Walker/233-7065	Hall Walker/233-7065

Legislation Title: AN ORDINANCE relating to City employment; establishing a 2011 furlough program for certain non-represented employees.

Summary of the Legislation: This legislation establishes a 2011 furlough program for certain non-represented employees in the Executive Branch, City Attorney's Office and Legislative Branch.

Background:
The City of Seattle's General Subfund is predicted to have a $67 million shortfall in 2011. Every City department and office was required to submit a budget based on a targeted reduction from the Mayor's Office. Some of the offices in the Executive Department (the Mayor's Office, the City Budget Office, the Office of Intergovernmental Relations, the Office of Sustainability and Environment, the Office of Economic Development and the Office of Civil Rights) will participate in limited furloughs to help meet the Executive Department's 9.5% budget reduction target.

The City Attorney's Office will also use furloughs in 2011 to meet their budget reduction target.

It is anticipated these furloughs will generate one time savings of approximately $740,000 in 2011.

- *Please check one of the following*:

____ This legislation does not have any financial implications.

__X__ This legislation has financial implications.

Anticipated Total Revenue from Entire Program, Including Changes Resulting From This Legislation:

Fund Name and Number	Revenue Source	Total 2011 Revenue	Total 2011 and 2012 Anticipated Revenue from Entire Program
			See Note Below
TOTAL			

Note: This action will result in an estimated General Fund savings of approximately $740,000. This dollar amount does not include savings lost due to permitting employees making less than

2011 CITY CLERK

$18.00 per hour in 2011 to use paid leave on furlough days, or for exempting certain employees from taking furloughs altogether. Additionally, savings may further be eroded by permitting employees who state their intent to retire by the end of 2013 to use paid leave on furlough days.

What is the financial cost of not implementing this legislation? If this legislation is not implemented, the City would need to make additional budget reductions in other areas, including employee layoffs, to make up for unrealized savings from non-represented employee furloughs.

Does this legislation affect any departments besides the originating department? Departments participating in furlough programs will be impacted both financially and operationally, including the Mayor's Office, the City Budget Office, the Office of Civil Rights, the Office of Economic Development, the Office of Intergovernmental Relations, the Office of Sustainability and Environment, the Law Department, and potentially the Legislative Department.

What are the possible alternatives to the legislation that could achieve the same or similar objectives? None.

Is the legislation subject to public hearing requirements? No.

Other Issues (*including long-term implications of the legislation*): None.

Please list attachments to the fiscal note below: None

DIS CITY CLERK

City of Seattle
Office of the Mayor

September 27, 2010

Honorable Richard Conlin
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Conlin:

I am transmitting the attached proposed Council Bill for consideration with the 2011 Proposed Budget. This legislation establishes a furlough program for certain non-represented City employees to participate in during 2011.

In the face of sizable financial challenges such as a $67 million shortfall in the City's General Fund for 2011, the 2011-2012 Proposed Budget reflects my commitment to developing a budget that is aligned with available resources. Recognizing that all functions of City government must make changes to help offset the funding shortfalls that threaten direct services, the 2011-2012 Proposed Budget assumes that the collective Executive offices will generate savings to meet a 9.5% low-end target for non-public safety/non-human services functions. While the work to manage City government does not decrease in times of fiscal distress – in fact, it often increases – it is essential that these functions also identify savings in order to preserve direct services for the residents of Seattle. Therefore, staff in the Executive Offices – including the Mayor's Office, the City Budget Office, the Office of Intergovernmental Relations, the Office of Sustainability and Environment, the Office of Economic Development, and the Office of Civil Rights - will participate in limited furloughs to generate additional one-time savings. The Law Department also plans on furloughing employees in 2011. In total, these furloughs will save the City approximately $740,000 in 2011.

Thank you for your consideration of this legislation. Should you have questions, please contact Hall Walker, Deputy Director, City Budget Office at 233-7065.

Sincerely,

Michael McGinn
Mayor of Seattle

Michael McGinn, Mayor
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600 Fourth Avenue, 7th Floor
PO Box 94749
Seattle, WA 98124-4749

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CITY CLERK

STATE OF WASHINGTON – KING COUNTY

--ss.

264490 No. 123458-123481

CITY OF SEATTLE,CLERK'S OFFICE

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

CT:TITLE ONLY ORDINANCE

was published on

12/15/10

The amount of the fee charged for the foregoing publication is the sum of $ 177.45, which amount has been paid in full.

JENNIFER A. PATZER
COMMISSION EXPIRES
NOTARY
PUBLIC
OCT. 24, 2011
STATE OF WASHINGTON

Subscribed and sworn to before me on

12/15/10

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

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 22, 2010, and published here by title only, will be mailed upon request, or can be accessed at http://clerk.seattle.gov. For further information, contact the Seattle City Clerk at 684-8344.

ORDINANCE NO. 123442

AN ORDINANCE adopting a budget, including a capital improvement program and position modifications, for the City of Seattle for 2011; creating a barrier fund; creating positions exempt from civil service; all by a two-thirds vote of the City Council.

ORDINANCE NO. 123443

AN ORDINANCE relating to the Pacific Place Garage; authorizing the loan of funds from the City's Consolidated (Residual) Cash Pool, or its participating funds, to the Downtown Parking Garage Fund; and providing for the repayment thereof.

ORDINANCE NO. 123451

AN ORDINANCE related to probation supervision fees assessed by the Seattle Municipal Court; repealing Ordinance 114809.

ORDINANCE NO. 123454

AN ORDINANCE concerning indigent public defense services; amending Ordinance 122602 to delete a minimum requirement of 1.0 FTE attorney for the third public defense agency representing indigent persons in Seattle Municipal Court.

ORDINANCE NO. 123455

AN ORDINANCE relating to the levy of property taxes; fixing the rates and/or amounts of taxes to be levied, and levying the same upon all taxable property, both real and personal, in the City of Seattle, to finance the departments and activities of City government and to provide for the general obligation bond interest and redemption requirements for the year beginning on the first day of January 2011; ratifying and confirming certain prior acts; and by a vote of a majority plus one of the Seattle City Council, finding a substantial need to use, and providing for the use of, 101% as the regular property tax limit factor.

ORDINANCE NO. 123457

AN ORDINANCE amending Ordinance 123177, which adopted the 2010 Budget, including the 2010-2015 Capital Improvement Program (CIP); lifting a proviso; changing appropriations to various departments and budget control levels, and from various funds in the Budget, all by a 3/4 vote of the City Council.

ORDINANCE NO. 123458

AN ORDINANCE relating to City employment; establishing a 2011 furlough program for certain non-represented employees.

ORDINANCE NO. 123459

AN ORDINANCE relating to the Firefighters' Pension Fund established under RCW 41.16; amending Ordinance 117216 as last amended by Ordinance 122859 to continue the suspension of contributions to the Actuarial Account for an additional two years through 2012.

ORDINANCE NO. 123463

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

ORDINANCE NO. 123464

AN ORDINANCE relating to City employment; authorizing the Mayor to sign a memorandum of understanding between the City of Seattle and certain unions within the Coalition of City Unions, and authorizing the Mayor to sign a memorandum of understanding between the City of Seattle and the International Federation of Professional and Technical Engineers, Local 17 Information Technology Professionals Unit; and ratifying and

confirming prior acts.

ORDINANCE NO. 123465

AN ORDINANCE relating to City employment; providing salary increases effective January 5, 2011, January 4, 2012, and January 2, 2013 for certain non-represented City employees and officers; extending eligibility for Project Hire and reinstatement from one year to two years for employees laid off in 2011, 2012, or 2013; and repealing Ordinance 123173.

ORDINANCE NO. 123470

AN ORDINANCE relating to the financing of the Pike Place Market Renovation Project; authorizing the loan of funds from the City's Consolidated (Residual) Cash Pool, or its participating funds, to the Pike Place Market Renovation Fund; and providing for the repayment thereof.

ORDINANCE NO. 123475

AN ORDINANCE relating to jail services; authorizing the Mayor to execute an amendment to the extension to the Interlocal Agreement with King County for the Provision of Jail Services, and ratifying certain acts.

ORDINANCE NO. 123476

AN ORDINANCE related to the transfer of the Seattle Youth Commission from the Department of Neighborhoods to the Mayor's Office, amending Chapter 3.67 of the Seattle Municipal Code.

ORDINANCE NO. 123481

AN ORDINANCE relating to the Joint Training Facility Project; amending Ordinance 121179, as last amended by Ordinance 122854, to extend the term of an interfund loan.

Date of publication in the Seattle Daily Journal of Commerce, December 15, 2010.

12/15(264490)