

Ordinance No. 123722

Council Bill No. 117230

AN ORDINANCE related to the enforcement of the City's sick and safe time regulations, increasing appropriations in the 2011 Adopted Budget for the Seattle Office for Civil Rights; and creating a position in the Seattle Office for Civil Rights; all by a three-fourths vote of the City Council.

Related Legislation File:

Date Introduced and Referred: <u>July 18, 2011</u>	To: (committee): <u>Regional Development and Sustainability</u>
Date Re-referred:	To: (committee): <u>Housing, Human Services Health + Culture</u>
Date Re-referred:	To: (committee):
Date of Final Action: <u>10.3.11</u>	Date Presented to Mayor: <u>10.4.11</u>
Date Signed by Mayor: <u>Oct. 12, 2011</u>	Date Returned to City Clerk: <u>Oct. 12, 2011</u>
Published by Title Only <input checked="" type="checkbox"/>	Date Vetoed by Mayor:
Published in Full Text	
Date Veto Published:	Date Passed Over Veto:
Date Veto Sustained:	Date Returned Without Signature:

The City of Seattle – Legislative Department

Council Bill/Ordinance sponsored by: *Nick Lind*

Committee Action:

Date	Recommendation	Vote
<u>pass</u>	<u>3-0 M, SC, TR</u>	<u>9/28/11</u> <u>(4A)</u>

This file is complete and ready for presentation to Full Council.

Full Council Action:

Date	Decision	Vote
<u>10.3.11</u>	<u>Passed</u>	<u>9-0</u>

*Law Department*

ORDINANCE 123722

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AN ORDINANCE related to the enforcement of the City’s sick and safe time regulations, increasing appropriations in the 2011 Adopted Budget for the Seattle Office for Civil Rights; and creating a position in the Seattle Office for Civil Rights; all by a three-fourths vote of the City Council.

WHEREAS, the City Council is considering legislation that would require employers operating within the City of Seattle to provide their employees with minimum amount of paid sick and safe leave by; and

WHEREAS, this legislation gives the Seattle Office for Civil Rights responsibility for implementing and enforcing the regulations related to sick and safe leave; and

WHEREAS, the Seattle Office for Civil Rights cannot effectively fulfill these responsibilities without additional staffing; NOW, THEREFORE,

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

Section 1. In order to pay for necessary costs and expenses pertaining to enforcement of the City’s sick and safe time requirements, incurred or to be incurred in 2011, but for which insufficient appropriations were made due to causes that could not reasonably have been foreseen at the time the 2011 Budget was adopted, the appropriations for the following item in the 2011 Budget is increased from the fund shown as follows:

Item	Fund	Department	Budget Control Level	Amount
1	General Subfund (00100)	Seattle Office for Civil Rights	Civil Rights (X1R00)	\$20,900
<b>Total</b>				<b>\$20,900</b>

Section 2. To carry out purposes of the appropriation in Section 1 of this ordinance, the following new Civil Rights Analyst position is created in the Seattle Office for Civil Rights:



Department	Position Title	Position Status	Number
Seattle Office for Civil Rights:	Civil Rights Analyst	Full-time	1

The Director of the Office for Civil Rights is authorized to fill this position subject to Civil Service personnel rules and laws.

Section 3. 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 a three-fourths vote of the City Council the 3<sup>rd</sup> day of October, 2011, and signed by me in open session in authentication of its passage this

3<sup>rd</sup> day of October, 2011.



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

Approved by me this 12<sup>th</sup> day of October, 2011.



Michael McGinn, Mayor

Filed by me this 12<sup>th</sup> day of October, 2011.



Monica Martinez Simmons, City Clerk

(Seal)



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Legislative	Ben Noble/684-8160	N/A

**Legislation Title:**

AN ORDINANCE related to the enforcement of the City’s sick and safe time regulations, increasing appropriations in the 2011 Adopted Budget for the Seattle Office for Civil Rights; and creating a position in the Seattle Office for Civil Rights; all by a three-fourths vote of the City Council.

**Summary of the Legislation:**

This legislation creates a new Civil Rights Analyst position in the Seattle Office for Civil Rights. This position is needed to administer and enforce the sick and safe time regulations that have been proposed in a “companion” ordinance. Funding for the position is provided for the fourth quarter of 2011. This initial funding will support the staff work needed for development of the administrative rules called for in the regulatory ordinance and to conduct some level of educational outreach to local employers. On-going funding will be for 2012 and beyond to conduct investigations and enforce the new regulations.

**Background:**

The City Council is considering legislation that would establish minimum standards for the provision of sick and safe time. Enforcement responsibilities for these new regulations would be placed with the Seattle Office for Civil Rights. After suffering budget reductions over the past few years, the Office is not able to absorb these new responsibilities without additional staffing.

This legislation does not have any financial implications.

This legislation has financial implications.

**Appropriations:**

<b>Fund Name and Number</b>	<b>Department</b>	<b>Budget Control Level*</b>	<b>2011 Appropriation</b>	<b>2012 Anticipated Appropriation</b>
General Subfund (00100)	Seattle Office for Civil Rights	Civil Rights X1R00	\$20,900	\$84,000
<b>TOTAL</b>			\$20,900	\$84,000

**Appropriations Notes:**

Unallocated balance in the General Subfund would support this appropriation in 2011. For 2012 this would represent an additional expense that is not anticipated in the 2012 endorsed budget.



**Anticipated Revenue/Reimbursement: Resulting from this Legislation:**

No revenues are anticipated.

**Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:**

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2011 Positions	2011 FTE	2012 Positions*	2012 FTE*
Civil Rights Analysts – Office for Civil Rights		X1R00	FT	1	1	1	1
<b>TOTAL</b>			<b>FT</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>

**Do positions sunset in the future?**

No.

**What is the financial cost of not implementing the legislation?**

Without the additional position, the Office of Civil Rights will not be able to effectively enforce the new sick and safe time regulations.

**Does this legislation affect any departments besides the originating department?**

No.

**What are the possible alternatives to the legislation that could achieve the same or similar objectives?**

Staff now assigned to enforce other civil rights matters could be re-assigned to enforce sick and safe time regulations. However, this would mean that regulations regarding matters such as employment and housing discrimination would not be enforced as effectively as they are now.

**Is the legislation subject to public hearing requirements?**

No.

**List attachments to the fiscal note below:**

None.



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**STATE OF WASHINGTON – KING COUNTY**

--SS.

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277512  
CITY OF SEATTLE, CLERKS OFFICE

No. 123722,723,724,725,726

**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 12<sup>th</sup> day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

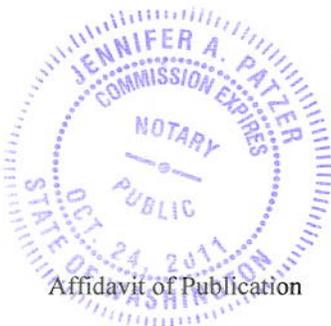
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:TITLE ONLY ORDINANCE

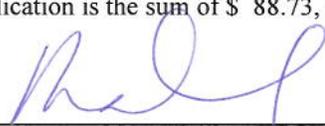
was published on

10/20/11

The amount of the fee charged for the foregoing publication is the sum of \$ 88.73, which amount has been paid in full.



Affidavit of Publication

  
\_\_\_\_\_  
Subscribed and sworn to before me on

10/20/11

  
\_\_\_\_\_  
Notary public for the State of Washington,  
residing in Seattle

# State of Washington, King County

## City of Seattle

### Title Only Ordinances

The full text of the following legislation, passed by the City Council on October 3, 2011, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Contact: Office of the City Clerk at (206) 684-8344.

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#### ORDINANCE NO. 123723

AN ORDINANCE granting Grange Insurance Association permission to maintain and operate a skybridge over and across the alley between 2nd Avenue and 3rd Avenue, north of Cedar Street, for a ten-year term, renewable for two successive ten-year terms; specifying the conditions under which this permit is granted; providing for the acceptance of the permit and conditions; and ratifying and confirming certain prior acts.

#### ORDINANCE NO. 123724

AN ORDINANCE relating to Seattle Public Utilities; authorizing the transfer of approximately 173 acres located in Sections 30, 31, and 32, Township 22 North, Range 8 East W.M., to the Muckleshoot Indian Tribe in satisfaction of the City's obligations under the Cedar River Settlement Agreement; and declaring said property to be surplus to the City's needs and not required for continued utility needs.

#### ORDINANCE NO. 123725

AN ORDINANCE relating to the Technology Matching Fund Program; making allocations and authorizing implementation of certain Technology Matching Fund projects in 2011; providing that 2011 appropriations for the Technology Matching Fund from the Cable Television Franchise Subfund and from the Information Technology Fund shall automatically carry forward into the 2012 fiscal year; and ratifying and confirming certain prior acts.

#### ORDINANCE NO. 123726

AN ORDINANCE relating to Seattle Public Utilities; authorizing the Director of Seattle Public Utilities to purchase certain real property located at 10042 Rainier Avenue S., Seattle, Washington, King County Parcel Identification No. 807300-0538; to execute, accept and record deeds and other necessary and convenient documents and agreements on behalf of the City.

Date of publication in the Seattle Daily Journal of Commerce, October 20, 2011.

10/20(277512)