

Ordinance No. 123745

Council Bill No. 117309

AN ORDINANCE relating to City employment; establishing a 2012 furlough program for certain employees not covered by collective bargaining agreements.

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____

Councilmember

Committee Action:

11.8.11 Pass 9-0

11.21.11 Passed 8-0 excused absent: NL

CF No. _____

Date Introduced:	<u>Oct. 17, 2011</u>	
Date 1st Referred:	<u>Oct. 17, 2011</u>	
Date Re - Referred:	To: (committee) <u>Special Budget</u>	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote: <u>8-0</u>	
Date Presented to Mayor:	Date Approved: <u>Nov. 30, 2011</u>	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

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

1 Section 3. The Legislative Department is authorized to implement a furlough program
2 for its employees not represented by a bargaining representative. The City Council may identify
3 certain non-represented employees in the Legislative Department who shall participate in the
4 unpaid furlough program. The City Council shall schedule furlough days on a department or
5 work unit basis, according to the Legislative Department's operational needs.

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

7 Section 5. Unpaid furlough time will not affect employee holiday pay or holiday
8 benefits.
9

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

12 Section 7. Employees whose pay is less than \$18.00 an hour in 2012 may opt to use paid
13 vacation, personal holidays, or compensatory time during their absence for a furlough day.
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15 Section 8. The City and employees will not make contributions to the Seattle City
16 Employees' Retirement System for unpaid furlough time, and employees will not receive service
17 credit for retirement purposes for unpaid furlough time. An employee who is identified as
18 subject to furloughs who plans to retire by December 31, 2014, shall be permitted to use vacation
19 or compensatory time in lieu of furlough days, provided he or she submits a written notice of
20 intent to retire to his or her Human Resources unit and consents to a payroll or leave deduction
21 no later than December 31, 2012. Should such employee not retire by December 31, 2014, the
22 employee shall return payment for the leave used on furlough days to the City either by pay or
23 deduction of equivalent vacation or compensatory hours.
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1 Section 9. Medical, dental, vision and any other insured benefits coverage shall not be
2 impacted by the furloughs.

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

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

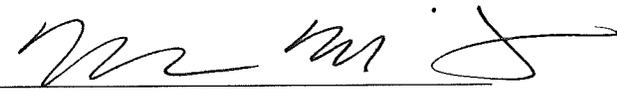
7 Section 12. This ordinance shall take effect and be in force 30 days from and after its
8 approval by the Mayor, but if not approved and returned by the Mayor within ten days after
9 presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.
10



1 Passed by the City Council the 21 day of November, 2011, and
2 signed by me in open session in authentication of its passage this
3 21 day of November, 2011.

4 
5 _____
6 President _____ of the City Council

7 Approved by me this 30th day of November, 2011.
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9 
10 _____
11 Michael McGinn, Mayor

12 Filed by me this 30th day of November, 2011.
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15 _____
16 For Monica Martinez Simmons, City Clerk

17 (Seal)
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2012 BUDGET LEGISLATION FISCAL NOTE

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

Legislation Title: AN ORDINANCE relating to City employment; establishing a 2012 furlough program for certain employees not covered by collective bargaining agreements.

Summary of the Legislation:

This legislation establishes a furlough program for non-represented City employees in the Executive Offices, the Law Department and potentially the Legislative Department, for 2012.

Background:

Furloughs are a temporary tool to achieve budget savings during times of fiscal distress. This tool has been used in previous years at the City. These furloughs are considered to be a temporary measure and will allow these departments and offices to achieve additional savings in 2012, in order to preserve direct services.

 X **This legislation has financial implications.**

Summary of Changes to Revenue Generated Specifically from this Legislation:

	Revenue Source	2012 Proposed
		See Note Below
Total Fees and Charges Resulting From Passage of This Ordinance		

(If new revenue is for a partial year, provide estimate for full year in the notes section below.)

Revenue Change Notes: This action will result in an estimated General Fund savings of approximately \$570,000. The 2012 Proposed Budget also anticipates approximately \$80,000 of savings from the furlough of certain represented employees in the Law Department, although this is subject to collective bargaining and this legislation does not impact that outcome directly. The total savings anticipated from furloughs in 2012 is approximately \$650,000. This dollar amount does not include savings lost due to permitting employees making less than \$18.00 per hour in 2012 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 2014 to use paid leave on furlough days.

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



Fund Name and Number	Revenue Source	Total 2012 Revenue
		See Note Above
TOTAL		

Total Revenue Notes:

Other Implications:

- a) Does the legislation have indirect financial implications, or long-term implications? See notes b and c below.
- b) 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.
- c) Does this legislation affect any departments besides the originating department? Departments participating in furlough programs will be impacted both financially and operationally, including Executive Offices, the Law Department, and potentially the Legislative Department.
- d) What are the possible alternatives to the legislation that could achieve the same or similar objectives? None.
- e) Is the legislation subject to public hearing requirements? No.
- f) Other Issues: No.

Please list attachments to the fiscal note below: None.





City of Seattle
Office of the Mayor

September 26, 2011

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 2012 Proposed Budget. This legislation establishes a furlough program for certain City employees, not represented by a bargaining representative, to participate in during 2012.

The 2012 Proposed Budget includes savings from limited furloughs for the Mayor's Office and the City Budget Office. While the work to manage City government does not decrease in times of fiscal distress – in fact, it often increases – it is essential to identify savings in order to preserve direct services for the residents of Seattle. This legislation also provides the flexibility for other Executive Offices and the Legislative Department to utilize furloughs in 2012 as well, should a deterioration in fiscal conditions occur. The Law Department will also furlough employees in 2012. In total, these furloughs will save the City nearly \$650,000 in 2012.

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

cc: Honorable Members of the Seattle City Council



STATE OF WASHINGTON – KING COUNTY

--SS.

279019
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

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:123742-123764

was published on

12/09/11

The amount of the fee charged for the foregoing publication is the sum of \$ 293.48, which amount has been paid in full.

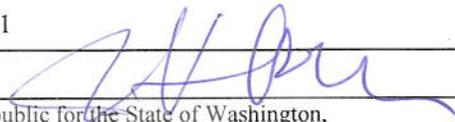


Affidavit of Publication



Subscribed and sworn to before me on

12/09/11



Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on November 21, 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.

ORDINANCE NO. 123742

AN ORDINANCE relating to rates and charges for water services of Seattle Public Utilities; revising water rates and charges and amending Seattle Municipal Code Chapter 21.04 in connection therewith; removing Water District 61 and Richmond Beach Area meter surcharges and amending Seattle Municipal Code 21.12 in connection therewith; and revising credits to low-income customers and amending Seattle Municipal Code Chapter 21.76 in connection therewith.

ORDINANCE NO. 123743

AN ORDINANCE relating to the Revenue Stabilization Account of the Cumulative Reserve Subfund; revising policies regarding deposits into the Subfund; amending Seattle Municipal Code Subsection 5.80.020 B in connection therewith; and superseding a portion of Resolution 31083.

ORDINANCE NO. 123744

AN ORDINANCE relating to civil service; combining the staff of the Civil Service Commission and Public Safety Civil Service Commission and amending sections 4.04.250, 4.08.050, and 4.08.070 of the Seattle Municipal Code.

ORDINANCE NO. 123745

AN ORDINANCE relating to City employment; establishing a 2012 furlough program for certain employees not covered by collective bargaining agreements.

ORDINANCE NO. 123746

AN ORDINANCE amending Chapter 20.48 of the Seattle Municipal Code in order to modify City policies pertaining to capital appropriations.

ORDINANCE NO. 123747

AN ORDINANCE relating to solid waste taxation; amending Section 5.48.055 of the Seattle Municipal Code; and increasing the transfer tax rate effective January 1, 2012.

ORDINANCE NO. 123748

AN ORDINANCE relating to the financing of the South Lake Union Streetcar project; amending Ordinance 122603, last amended by Ordinance 123164, to extend the term of an interfund loan.

ORDINANCE NO. 123749

AN ORDINANCE relating to emergency assistance for low-income Seattle Public Utilities customers and amending Section 21.76.065 of the Seattle Municipal Code.

ORDINANCE NO. 123750

AN ORDINANCE relating to the 2008 Parks and Green Spaces Levy; accepting the recommendations of the 2008 Parks and Green Spaces Levy Oversight Committee concerning the Development Category Inflation Adjustment and the Opportunity Fund category; reallocating funds from the Development Category to the Opportunity Fund Category; and creating new major maintenance projects in the Opportunity Fund Category; all by a three-fourths vote of the City Council.

ORDINANCE NO. 123751

AN ORDINANCE relating to contracting indebtedness; authorizing and providing for the issuance and sale of limited tax general obligation bonds to pay all or part of the cost of financing elements of the City's capital improvement program, issuing and selling the bonds, and other City purposes approved by ordinance; providing for terms and sale of the bonds; creating a bond fund; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123752

AN ORDINANCE relating to the electric system of The City of Seattle; authorizing the issuance and sale of municipal light and power revenue bonds for the purposes of providing funds for certain additions and betterments to and extensions of the existing municipal light and power plant and system of the City, paying the costs of issuing and selling those bonds and providing for the reserve fund requirement; providing for the terms, conditions, covenants and manner of sale of those bonds; describing the lien of those bonds; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123753

AN ORDINANCE relating to financing of the drainage and wastewater system of The City of Seattle; adopting a system or plan of additions and betterments to and extensions of the drainage and wastewater system; authorizing the issuance and sale of drainage and wastewater revenue bonds, in one or more series, for the purposes of paying all or part of the cost of carrying out that system or plan, providing for the reserve requirement for bonds, and issuing and selling the bonds; providing for the terms, conditions, covenants and manner of sale of the bonds; describing the lien of the bonds; creating certain accounts of the City relating to the bonds; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123754

AN ORDINANCE relating to the Seattle Department of Transportation; amending Section 11.23.120 of the Seattle Municipal Code establishing fees related to Commercial Vehicle Load Zone permits pursuant to the trucking and parking regulations of the Traffic Code.

ORDINANCE NO. 123755

AN ORDINANCE related to fees and charges for permits and activities of the Department of Planning and Development and related fees by other departments; amending a section of Ordinance 123453; and amending Seattle Municipal Code Chapter 22.900A, Administration and Enforcement; Chapter 22.900B, General Provisions; Chapter 22.900C, Fees for Land Use Review; Chapter 22.900D, Fees for New and Altered Buildings and Equipment; Chapter 22.900E, Fees for Certificates and Registrations; Chapter 22.900F, Compliance and Other Inspections; and Chapter 22.900G, Fees Collected for Other Departments.

ORDINANCE NO. 123756

AN ORDINANCE relating to a reorganization of the Human Services Department; amending Section 3.20.040 of the Seattle Municipal Code to restructure, rename and create various divisions in the Human Services Department.

ORDINANCE NO. 123757

AN ORDINANCE relating to the City Light Department, directing the transfer of certain funds in the Light Fund into the Rate Stabilization Account in 2011, and amending SMC 21.49.086 (G) relating to the operation of said Account.

ORDINANCE NO. 123758

AN ORDINANCE adopting a budget, including a capital improvement program and position modifications, for The City of Seattle for 2012; creating positions exempt from civil service, all by a two-thirds vote of the City Council.

ORDINANCE NO. 123759

AN ORDINANCE relating to the Department of Parks and Recreation; establishing the 2012 fee schedule for the use of park properties and other park and recreation facilities and services; superseding previous park and recreation fee schedules; and amending Section 18.28.010 of the Seattle Municipal Code.

ORDINANCE NO. 123760

AN ORDINANCE amending the 2011 Budget, including the 2011-2016 Capital Improvement Program (CIP); changing appropriations to various departments and budget control levels; and from various funds in the Budget; revising project descriptions; revising project allocations for certain projects in the 2011-2016 CIP; making cash transfers between various city funds; creating new appropriations, amending ordinances 123442 and 123664; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

ORDINANCE NO. 123761

AN ORDINANCE relating to the Alaskan Way Viaduct and Seawall Replacement Program; authorizing the creation of a City fund; and authorizing the loan of funds from the City's Consolidated (Residual) Cash Pool, or its participating funds, to the new fund.

ORDINANCE NO. 123762

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 2012; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123763

AN ORDINANCE authorizing the levy of regular property taxes by The City of Seattle for collection in 2012, representing an increase above the regular property taxes levied for collection in 2011; and ratifying and confirming certain prior acts

ORDINANCE NO. 123764

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

Publication ordered by the City Clerk
Date of publication in the Seattle Daily Journal of Commerce, December 9, 2011.
12/9(279019)