

Ordinance No. 124664

Council Bill No. 118285

AN ORDINANCE relating to City employment;
adding a new section to Seattle Municipal
Code Chapter 4.20 to provide a wage
supplement and insurance benefits for
employees who are mobilized by the
United States Armed Forces for active
military service.

CF No. _____

Date Introduced: <u>12/1/14</u>		
Date 1st Referred:	To: (committee) <u>Education and Governance</u>	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: <u>12/8/14</u>	Full Council Vote: <u>8-0 (excused: Burgess)</u>	
Date Presented to Mayor: <u>12/9/14</u>	Date Approved: <u>12/12/14</u>	
Date Returned to City Clerk: <u>12/12/14</u>	Date Published:	T.O. <u>X</u> F.T. _____
Date Vetoes by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____

Councilmember

TB

Committee Action:

12/3/14

Pass

3-0 TB, SB, SC

Full Council Action

12/8/14

Passed

8-0 (excused: Burgess)

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

(Initial/date)

Mayor's Law Department

Law Dept. Review

OMP
Review

City Clerk
Review

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CITY OF SEATTLE

ORDINANCE 124664

COUNCIL BILL 118285

AN ORDINANCE relating to City employment; adding a new section to Seattle Municipal Code Chapter 4.20 to provide a wage supplement and insurance benefits for employees who are mobilized by the United States Armed Forces for active military service.

WHEREAS, the City has supported its employees called to active military duty in the wake of military action resulting from the terrorists attacks on September 11, 2001 by providing for the extension of employee benefits and by providing for a wage supplement to ensure employees do not experience a loss of pay while they are on active military duty, as authorized by Ordinances 120682, 121058, 121369, 121692, 121885, 122418, 123506 and 124090; and

WHEREAS, Ordinance 124090, which authorizes the extension of employee benefits and the wage supplement expires on December 31, 2014; and

WHEREAS, City of Seattle employees who are members of the United States Military Reserves and the National Guard will continue to be activated for duty beyond December 31, 2014; and

WHEREAS, the Mayor and the City Council resolve to support City employees who are ordered to active military duty by the United States government; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. A new Section 4.20.180 is added to the Seattle Municipal Code as follows:

4.20.180 – Active Military Duty – No Loss of Pay or Benefits

- A. Effective January 1, 2015, any employee of the City of Seattle who is ordered to active military duty by the United States government and who has exhausted his or her annual paid military leave benefit and is on unpaid military leave of absence shall be eligible to receive the difference between his or her base military wage and the regular base rate of pay he or she would have received for his or her City position, if higher. Employees shall be eligible for the wage supplement provided by this section pursuant to program



1 guidelines and procedures developed by the Seattle Human Resources Director consistent
2 with Internal Revenue Service regulations.

3 B. Effective January 1, 2015, any employee of the City of Seattle who is ordered to active
4 military duty by the United States government and who has exhausted his or her annual
5 paid military leave benefit and is on unpaid military leave of absence shall be eligible to
6 retain the medical, dental and vision services coverage and optional insurance coverage
7 for the employee's eligible dependents provided as a benefit of employment with the City
8 of Seattle, at the same level and under the same conditions as though the employee was in
9 the City's employ, pursuant to program guidelines and procedures developed by the
10 Seattle Human Resources Director and pursuant to the City's administrative contracts and
11 insurance policies. Optional insurance includes but is not necessarily limited to Group
12 Term Life (Basic and Supplemental), Long Term Disability, and Accidental Death and
13 Dismemberment. Eligibility for coverage shall be effective for the duration of the
14 employee's active deployment.



1 Section 2. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the 8th day of December, 2014, and
5 signed by me in open session in authentication of its passage this
6 8th day of December, 2014.

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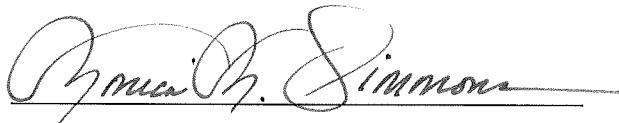
9 President Pro Tem of the City Council

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11 Approved by me this 12 day of December, 2014.

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14 Edward B. Murray, Mayor

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16 Filed by me this 12th day of December, 2014.

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19 Monica Martinez Simmons, City Clerk

20 (Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Seattle Department of Human Resources	David Bracilano/684-7874 Sarah Butler/684-7929	Forrest Longman/684-0331

Legislation Title:

AN ORDINANCE relating to City employment; adding a new section to Seattle Municipal Code Chapter 4.20 to provide a wage supplement and insurance benefits for employees who are mobilized by the United States Armed Forces for active military service.

Summary of the Legislation:

This legislation provides authority for the City to continue to provide certain benefits for employees who are called to active military duty and who have exhausted their annual paid military leave. These employees shall receive a wage supplement from the City so that their military income (if lower than their City salary) along with the supplement is equal to their base City salary. Such employees shall also continue to receive insurance coverage for their eligible dependents at the same level and under the same conditions as though the employees were in the City's employ. The authority for this legislation shall begin on January 1, 2015. Unlike previous legislation authorizing benefits for activated military employees, the legislation is not conditioned upon military activity in specific regions and does not expire.

Background:

The City has long supported its employees called to active military duty in the wake of military action resulting from the terrorist attacks on September 11, 2001 by providing for the extension of employee benefits and by providing for a wage supplement to ensure employees do not experience a loss of pay while they are on active military duty (as authorized by Ordinances 120682, 121058, 121369, 121692, 121885, 122418, 123506 and 124090). The most recent legislation, Ordinance 124090, provided for the extension of the wage supplement and insurance benefits through December 31, 2014, or when the United States Armed Forces withdraw from Afghanistan, whichever occurs first.

Employees have been and will continue to be called to active duty to support military action in Afghanistan and elsewhere. This legislation seeks to extend the authority to provide the wage supplement and insurance benefits to employees on an ongoing basis.

Please check one of the following:

☐ This legislation does not have any financial implications.

☒ This legislation has financial implications.



This legislation has financial implications, but does not request additional appropriation authority. From 2005 to mid-year of 2014, the City paid an average of nearly \$182,000 per year in military pay to City employees. While an employee is deployed under the conditions described in this ordinance, departments continue to pay the health care/insurance premiums through the annual health care bill regardless of whether the employee is working on site, or deployed. This cost is billed separately from the annual health care bill, and would result in an additional charge to departments for health care coverage for temporary workers.

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
See above.
- b) **What is the financial cost of not implementing the legislation?**
None.
- c) **Does this legislation affect any departments besides the originating department?**
This legislation affects all departments who have employees mobilized for active duty.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None.
- e) **Is a public hearing required for this legislation?**
No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- g) **Does this legislation affect a piece of property?**
No.
- h) **Other Issues:** None

List attachments to the fiscal note below: None.



City of Seattle
Edward B. Murray
Mayor

November 10, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that provides authority for the City to continue to provide certain benefits for employees who are called to active military duty and who have exhausted their annual paid military leave.

The City has long supported its employees called to active military duty in the wake of military action resulting from the terrorist attacks on September 11, 2001 by providing for the extension of employee insurance benefits and a wage supplement to ensure employees do not experience a loss of pay while they are on active military duty. These employees currently receive a wage supplement from the City so that their military income (if lower than their City salary) along with the supplement is equal to their base City salary. These employees also receive insurance coverage for their eligible dependents at the same level and under the same conditions as though the employees were working in their appointed positions. The most recent legislation, Ordinance 124090, provided for the extension of the wage supplement and insurance benefits through December 31, 2014, or when the United States Armed Forces withdraw from Afghanistan, whichever occurs first. Employees have been and will continue to be called to active duty to support military action in Afghanistan and elsewhere. This legislation is effective January 1, 2015, and unlike previous legislation, is not conditioned upon military activity in specific regions and does not expire.

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

Sincerely,


Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

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Seattle, Washington 98124-4749

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Hearing Impaired use the Washington Relay Service (7-1-1)
www.seattle.gov/mayor



STATE OF WASHINGTON -- KING COUNTY

--SS.

318699

No. 124662,663,664,665,666

CITY OF SEATTLE, CLERKS 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.

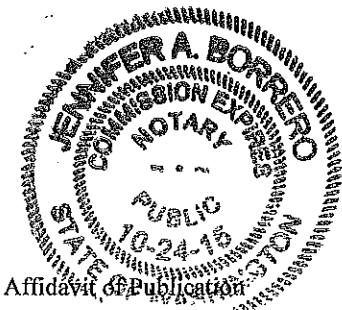
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:TITLE ONLY ORDINANCES

was published on

12/26/14

The amount of the fee charged for the foregoing publication is the sum of \$119.60 which amount has been paid in full.



Affidavit of Publication

Subscribed and sworn to before me on
12/26/2014

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 December 8, 2014, 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. 124662

AN ORDINANCE relating to 14th Avenue NW; transferring partial jurisdiction over a portion of 14th Avenue NW between NW 59th Street and NW 61st Street from the Seattle Department of Transportation to the Department of Parks and Recreation for neighborhood park purposes; deleting the Ballard Hub Urban Village project from the Neighborhood Park Acquisition Subcategory of the Acquisition Category of the 2008 Parks and Green Spaces; adding 14th Avenue NW Neighborhood Park Development as a new project in the Neighborhood Parks and Playgrounds Subcategory of the Development Category of the 2008 Parks and Green Spaces; reallocating funding from the Neighborhood Park Acquisition Subcategory to the Neighborhood Parks and Playgrounds Development Subcategory of the 2008 Parks and Green Spaces Levy; increasing appropriations to the Department of Parks and Recreation in the 2014 Adopted Budget; and amending the 2014-2019 Adopted Capital Improvement Program; all by a three-fourths vote of the City Council.

ORDINANCE NO. 124663

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2014 Employment Ordinance; designating positions as exempt from Civil Service status; amending Seattle Municipal Code Section 4.18.010, authorizing the Mayor to execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32, and ratifying and confirming prior acts; all by a 2/3 vote of the City Council.

ORDINANCE NO. 124664

AN ORDINANCE relating to City employment; adding a new section to Seattle Municipal Code Chapter 4.20 to provide a wage supplement and insurance benefits for employees who are mobilized by the United States Armed Forces for active military service.

ORDINANCE NO. 124665

AN ORDINANCE relating to security from terrorism; authorizing the City to partner with the State of Washington and King County to receive financial assistance from the Department of Homeland Security, Office for State and Local Government Coordination and Preparedness under the Urban Areas Security Initiative Grant for Federal Fiscal Year 2013; authorizing an application for allocation of funds under that agreement; amending the 2014 Adopted Budget Ordinance 124349 by increasing appropriations to the Seattle Police Department and Seattle Fire Department and accepting revenues; and, ratifying and confirming prior acts, all by a three-fourths vote of the City Council.

ORDINANCE NO. 124666

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

Date of publication in the Seattle Daily Journal of Commerce, December 26, 2014.

12/26/2014