

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Personnel	David Bracilano/684-7874 Sarah Butler/684-7929	Forrest Longman/684-4031

**Legislation Title:**

AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between the City of Seattle and the Washington State Council of County and City Employees, Local 21-PA to be effective January 2, 2013 through December 31, 2013; and ratifying and confirming prior acts.

**Summary of the Legislation:**

This legislation authorizes a collective bargaining agreement between the City of Seattle and the Washington State Council of County and City Employees, Local 21-PA ("Local 21-PA"), providing for wages, employment benefits and other conditions of employment effective January 2, 2013 through December 31, 2013. This legislation affects approximately 25 City employees.

This is a first-time collective bargaining agreement between the City and the Local 21-PA bargaining unit. The agreement establishes a step pay plan for union members and provides for a 1.85 percent increase to members' wages in 2013. Union members will participate in the same health plan and cost sharing structure as non-represented employees: the City will pay up to 7 percent of annual healthcare cost increases and then additional costs will be covered by the Rate Stabilization Fund. Once that Fund is exhausted, the City will pay 85 percent and employees will pay 15 percent of any additional costs. Other changes to conditions of employment include the ability for employees to cash out 35 percent of their sick leave balances upon retirement to a voluntary employee benefit association (VEBA), a pre-tax deferral account to cover health care costs; straight-time compensatory time for weekend and holiday work; and a more formalized understanding of members' at-will employment status.

**Background:**

Certain employees in the Criminal Division and the Precinct Liaison Division of the City Attorney's Office (CAO) certified to become represented in May of 2010. The City and Local 21-PA entered into negotiations and came to an agreement on the wages, benefits and conditions of employment for union members in the fall of 2013.

**This legislation does not have any financial implications.**

**This legislation has financial implications.**

Financial impacts of this legislation will be absorbed by CAO and does not require additional

appropriations. Wage adjustments for 2013 were included in the development of the 2012-2013 biennial budget.

**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?**  
If the contract is not legislated, employees will continue to receive the same wages that became effective on January 5, 2011. There may be additional legal risks associated with not implementing this legislation.
- c) **Does this legislation affect any departments besides the originating department?**  
Yes, this legislation affects the City Attorney's Office. This legislation will impact the CAO's budget and to the extent provided in the collective bargaining agreement, the operational functions of their Local 21-PA union members.
- 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.