

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

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**Legislation Title:**

AN ORDINANCE relating to City employment and the 2013 Adopted Budget; authorizing the execution of a collective bargaining agreement between the City of Seattle and the Seattle Police Officers' Guild to be effective January 1, 2011 through December 31, 2014; authorizing the execution of memoranda of understanding between the City of Seattle and the Seattle Police Officers' Guild; amending Ordinance 124058 by increasing appropriations to the Police Department for providing the 2012 and 2013 payments therefor; and ratifying and confirming prior acts.

**Summary of the Legislation:**

This legislation authorizes a collective bargaining agreement between the City and the Seattle Police Officers' Guild (SPOG) and appropriates funding to the Seattle Police Department (SPD) to pay for 2012 and 2013 wages adjustments associated with the agreement effective January 1, 2011 through December 31, 2014. This legislation also authorizes six memoranda of agreement between the City and SPOG. This legislation affects approximately 1,222 City employees represented by SPOG.

The Seattle Police Department's finance department has estimated the approximate costs of ratifying the new agreement. The impact of the total agreement between the City and SPOG to SPD budget is approximately \$23 million over the course of the four year contract. This legislation will appropriate \$10,894,347 for the 2012 and 2013 SPOG agreement payments associated with the COLA increases. The exact costs associated with the bonus changes to sergeant pay are still being calculated and will be addressed via separate legislation. The 2014 budget process will address changes to the SPD base budget for all wage adjustments in the 2014 fiscal year.

**Background:**

The collective bargaining agreement between the City and SPOG expired on December 31, 2010. Union members continued to work on condition that their wages, hours and other working conditions be negotiated. SPOG members ratified the new agreement in May of 2013.

This agreement stipulates that the union members will not receive a wage increase for 2011; however, they will receive increases for 2012, 2013, and 2014. These increases are defined as follows:

- 2.3% in 2012;

- 3.25% in 2013; and,
- 0.75 percent plus 100 percent of the percentage increase of the Seattle-Tacoma-Bremerton Consumer Price Index (CPI) June over June increase in 2014.

Other contract items include changes to sergeant pay structures and health care. Effective January 1, 2012, longevity and premium pay for police sergeants will no longer be based off the top step of the police officer base pay, but off the top step of the police sergeant base pay. The City and SPOG agreed to add preventative plan design elements that mirror health care benefits for most City employees. The City and SPOG members will continue to premium share at 95 percent and 5 percent, respectively.

The City and SPOG also agreed to changes to other conditions of employment, including a body mounted camera pilot project, Department of Justice settlement agreement implementation issues and reopeners on Department of Justice settlement agreement issues, patrol shifts and the SPOG President’s salary, among other items.

Please check one of the following:

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

**This legislation has financial implications.**

<b>Fund Name and Number</b>	<b>Department</b>	<b>Budget Control Level*</b>	<b>2013 Appropriation</b>	<b>2014 Anticipated Appropriation</b>
General Subfund (00100)	Seattle Police Department	Office of the Chief of Police (P1000)	\$90,517	\$98,715
General Subfund (00100)	Seattle Police Department	Office of Professional Accountability (P1300)	\$69,840	\$75,724
General Subfund (00100)	Seattle Police Department	Deputy Chief of Staff (P1600)	\$54,069	\$58,935
General Subfund (00100)	Seattle Police Department	Special Operations (P3400)	\$1,430,146	\$1,555,038
General Subfund (00100)	Seattle Police Department	Patrol Operations Administration (P6000)	\$54,559	\$60,132
General Subfund (00100)	Seattle Police Department	West Precinct Patrol (P6100)	\$1,929,545	\$2,095,487
General Subfund (00100)	Seattle Police Department	North Precinct Patrol (P6200)	\$2,068,507	\$2,245,896
General Subfund (00100)	Seattle Police Department	South Precinct Patrol (P6500)	\$1,102,401	\$1,197,201

General Subfund (00100)	Seattle Police Department	East Precinct (P6600)	\$1,519,335	\$1,650,665
General Subfund (00100)	Seattle Police Department	Southwest Precinct Patrol (P6700)	\$1,012,991	\$1,101,474
General Subfund (00100)	Seattle Police Department	Criminal Investigations Administration (P7000)	\$82,858	\$89,745
General Subfund (00100)	Seattle Police Department	Violent Crimes Investigations (P7100)	\$392,949	\$426,877
General Subfund (00100)	Seattle Police Department	Narcotics Investigations (P7700)	\$224,778	\$245,301
General Subfund (00100)	Seattle Police Department	Special Investigations (P7800)	\$224,211	\$243,698
General Subfund (00100)	Seattle Police Department	Special Victims (P7900)	\$328,569	\$357,394
General Subfund (00100)	Seattle Police Department	Field Support Administration (P8000)	\$309,072	\$336,615

*\*See budget book to obtain the appropriate Budget Control Level for your department.*

Appropriations Notes:

The above costs do not include the longevity and bonus pay associated with the change in calculation associated with the new contract. This amount will be exactly identified and appropriated to SPD as necessary in separate legislation.

**Anticipated Revenue/Reimbursement Resulting from this Legislation: NONE**

**Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact: NONE**

**Spending/Cash Flow:** All funding will be spent in 2013. No funding will be carried over for this purpose in 2014.

**Other Implications:**

**a) Does the legislation have indirect financial implications, or long-term implications?**

This contract permanently changes the base pay of SPOG members and as a result increases the SPD base budget in future years.

**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 6, 2010. There may be additional legal risks associated with not implementing this legislation.

- c) Does this legislation affect any departments besides the originating department?**  
The Seattle Police Department is affected by this legislation. This proposed Council Bill will increase the Police Department's budget to make required payments provided in the collective bargaining agreement.
- 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