

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
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Legislation Title:

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2013 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; amending Seattle Municipal Code 4.13.010; amending Seattle Municipal Code Sections 4.04.230 F, 4.04.240, 4.04.260; and ratifying and confirming prior acts; all by a 2/3 vote of the City Council.

Summary of the Legislation:

This legislation seeks to 1) establish a new title and salary, 2) designate nine positions as exempt from Civil Service status, 3) amend Seattle Municipal Code Sections 4.04.230 F, 4.04.240, and 4.04.260, and 4) amend Seattle Municipal Code Section 4.13.010; all by a 2/3 vote of the City Council.

Background:

1. This ordinance seeks to establish a new title and corresponding rate of pay.
2. This ordinance seeks to establish nine positions as exempt from Civil Service status. The nature of the work to be performed by the positions is consistent with the exemption criteria set forth in Section 4.13.010 and Personnel Rule 2.2. These position changes create a minor cost increase for the affected departments, which will be funded within the existing budget authority.
3. This legislation authorizes amending the Seattle Municipal Code Section 4.13.010, Exemptions from the Civil Service and Public Safety Civil Service Systems; Subsection 4.04.230 F, Progressive Discipline; Section 4.04.240, Employee Grievance Procedure; and Section 4.04.260, Appeals to Civil Service Commission.

Please check one of the following:

This legislation has financial implications.

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
The estimated costs associated with this legislation are summarized in Fiscal Note

Attachment 1 and will be funded through departments' existing budgets.

b) What is the financial cost of not implementing the legislation?

NA

c) Does this legislation affect any departments besides the originating department?

This legislation will affect the Seattle City Light Department, the Seattle Public Utilities Department, the Seattle Police Department, the Seattle Retirement System, the Department of Finance and Administrative Services, and the Seattle Parks and Recreation Department.

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

There are no alternatives available at this time.

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:

List attachments to the fiscal note below:

Attachment: PERS 4Q13 Employment FISC Attach 1

**PERS 4Q13 Employment FISC Attach 1
(Implementation of the 4Q13 Employment Ordinance)**

Dept	Report	New Position Title	Potential Positions Impacted	2013
Exempt Actions				
SPU	#13-13320	IT Professional A, Exempt ¹	1	\$9,002
SPU	#13-13518	Strategic Advisor 2, Exempt ^{1 2}	1	-\$2,156
SPD	#13-13438	IT Professional A, Exempt ¹	1	\$7,720
SPD	#13-13562	IT Professional A, Exempt ¹	1	\$5,147
RS	#13-13440	Strategic Advisor 2, Exempt ^{1 2}	1	\$28,814
RS	#13-13688	Executive 3 ^{1 2}	1	\$58,888
FAS	#13-13495	IT Professional A, Exempt ¹	1	\$7,720
SCL	#13-13546	Executive 2 ¹	1	\$6,281
DPR	#13-13672	Manager 3 ¹	1	\$0
			Subtotal	\$121,416
			Total ³	\$121,416

Costing Assumptions:

¹Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

²Positions in the step program are costed from top step to top step of the old and new title and/or rate.

³The 2014 costs will be absorbed in departments' current budgets.