Form revised: February 26, 2014

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 Second Quarter 2014 Employment Ordinance; establishing a Magistrate Compensation Program for Magistrates in the Seattle Municipal Court, designating positions as exempt from Civil Service status, returning positions to Civil Service status, amending Seattle Municipal Code Section 4.13.010, authorizing the Mayor to execute a Memorandum of Understanding between the City of Seattle/Seattle City Employees' Retirement System and the Professional and Technical Employees, Local 17, and ratifying and confirming prior acts; and all by a 2/3 vote of the City Council.

Summary of the Legislation:
This legislation seeks to 1) establish a compensation program, 2) designate ten positions as exempt from Civil Service status, 3) return two positions to Civil Service status, 4) amend Seattle Municipal Code Section 4.13.010, and 5) execute a Memorandum of Understanding between the City of Seattle/Seattle City Employees' Retirement System and the Professional and Technical Employees, Local 17; all by a 2/3 vote of the City Council.

Background:

1. This ordinance seeks to establish a compensation program and corresponding pay band for Magistrates in Seattle Municipal Court.

2. This ordinance seeks to establish ten 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 Seattle Municipal Code 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 ordinance seeks to return two positions to Civil Service status. As a result of classification reviews and determinations these positions no longer meet the exemption criteria. These position changes create a minor decrease in costs for the affected department.

4. This legislation authorizes amending the Seattle Municipal Code Section 4.13.010, Exemptions from the Civil Service and Public Safety Civil Service Systems.

5. This legislation authorizes the Mayor to implement a Memorandum of Understanding

between the City of Seattle/Seattle City Employees' Retirement System and the Professional and Technical Employees, Local 17.

Please check one of the following**:**

_X__ 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?**
N/A

c) **Does this legislation affect any departments besides the originating department?**
This legislation will affect the Seattle Municipal Court, the Seattle Public Utilities Department, the Seattle City Light Department, the Seattle Law Department, the Office of Immigrant and Refugee Affairs, the Department of Planning and Development and the Seattle City Employees' Retirement System.

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 1: Implementation of the 2Q14 Employment Ordinance

SDHR 2Q14 Employment FISC Attach 1

(Implementation of the 2Q14 Employment Ordinance)

Dept	Report	Position Title	Potential Positions Impacted	2013	2014
New Title and/or Salary Reviews					
MC	#13-13580	Magistrate [1]	5.5	($12,597)	($38,236)
Exempt Actions					
SPU	#14-13698	Strategic Advisor 1, Exempt [1]	1		($16,578)
SPU	#14-13888	IT Professional A, Exempt [2]	1		$11,784
SCL	#14-13749	IT Professional A, Exempt [2]	1		$14,403
SCL	#14-13847	IT Professional A, Exempt [2]	1		$13,093
SCL	#14-13919	Executive 2 [2]	1		$12,784
LAW	#14-13752	Legal Assistant [3]	1		$8,302
OIRA	#14-13831	Administrative Staff Assistant, Exempt [3]	1		$0
DPD	#14-13935	Executive 2 [2]	1		$12,784
DPD	#14-13956	Executive 2 [2]	1		$12,784
MC	#14-13962	Manager 2, Exempt[2]	1		$0
MC	#14-13763	Community Service Representative[4]	1		($14,112)
MC	#14-13845	IT Professional B [2]	1		$3,714
			Subtotal	($12,597)	$20,722
			Total [5]	**($12,597)**	**$20,722**

Costing Assumptions:

[1]Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

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

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

[4]Positions are costed from the midpoint of the old rate (DPP) to the top step of the new rate (step progression).

[5]The 2014 costs will be absorbed in departments' current budgets.

Retirement Specialist Series FISC Note Attach 2

(March 12, 2012 thru December 31, 2014)

Dept	Position Title	Potential Positions Impacted	2012	2013	2014
Wage Adjustments					
Retirement Department	Retirement Specialist	1	$4,282	$5,471	$5,575
	Retirement Specialist	1	$3,810	$5,095	$5,366
	Retirement Specialist [1]	1	$3,979	$2,641	
	Retirement Specialist	1		$783	$4,949
	Retirement Specialist	1		$4,865	$5,178
	Retirement Specialist, Assistant	1	$3,490		
		Subtotal	$15,561	$18,855	$21,068
		Total [2]	**$18,465**	**$22,728**	**$25,695**

Costing Assumptions:

[1]Costing assumes a retroactive payment to a former employee that resigned from the City of Seattle.

[2]Total includes roll-up for 2012, 2013 and 2014 for pension and FICA.

[3]Positions are costed from the old rate to the new rate using actual step placement for the majority of the year.

[4]There were no employees in the job title Retirement Specialist Assistant in 2013 and 2014.