

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Seattle Department of Human Resources	David Bracilano/47874 Sarah Butler/47929	Candice Livingston/37274

Legislation Title:

AN ORDINANCE relating to City employment and the 2014 Adopted Budget; authorizing Memoranda of Agreement between the City of Seattle and the Seattle Police Management Association; authorizing a Memorandum of Understanding between the City of Seattle and the Seattle Police Management Association for the time period of January 1, 2012 through December 31, 2013; amending Ordinance 124349 by increasing appropriations to the Police Department to provide for the 2012 and 2013 payments therefore; and ratifying and confirming prior acts.

Summary of the Legislation:

This legislation authorizes three Memoranda of Agreement (MOAs), a Memorandum of Understanding (MOU) between the City and the Seattle Police Management Association (SPMA), and appropriates funding to the Seattle Police Department (SPD) to pay for 2012 and 2013 wage adjustments associated with the agreement effective January 1, 2012 through December 31, 2013. This legislation affects approximately 60 City employees represented by SPMA.

The Seattle Police Department finance department and City Budget Office have estimated the approximate costs of ratifying the new agreement. This legislation appropriates approximately \$1.68 million to SPD for the SPMA agreement payments associated with the COLA increases. Effects of these wage increases on police pension requirements and the 2015-16 budget will be evaluated and appropriated as needed at a later date.

Background:

The prior collective bargaining agreement expired December 31, 2011. The City and SPMA entered into negotiations, and union membership ratified a new agreement in August of 2014.

The agreement includes the MOAs and MOU attached to this legislation. The MOAs provide for the implementation of the Department of Justice settlement agreement issues. The MOU provides for a wage increase for SPMA members of 3.7 percent in 2012 and 2.7 percent in 2013 and stipulates that the existing bargaining agreement (that expired on December 31, 2011) shall be amended so that the duration of the agreement extends through December 31, 2013. Finally, the MOU affirms that the Health Care Committee (also known as "HC2") will continue to address increases to the cost of health care by working together to evaluate and make changes to healthcare plans where appropriate.

Please check one of the following:

☐ This legislation does not have any financial implications.

☒ This legislation has financial implications.

Fund Name and Number	Department	Budget Control Level*	2014 Appropriation	2015 Anticipated Appropriation
General Subfund (00100)	Seattle Police Department	Office of the Chief of Police (P1000)	\$6,793	\$0
General Subfund (00100)	Seattle Police Department	Office of Professional Accountability (P1300)	\$67,876	\$21,000
General Subfund (00100)	Seattle Police Department	Deputy Chief of Staff (P1600)	\$9,221	\$0
General Subfund (00100)	Seattle Police Department	Deputy Chief of Operations (P1800)	\$57,799	\$22,000
General Subfund (00100)	Seattle Police Department	Professional Standards (P2000)	\$151,124	\$50,000
General Subfund (00100)	Seattle Police Department	Special Operations (P3400)	\$303,656	\$100,000
General Subfund (00100)	Seattle Police Department	West Precinct Patrol (P6100)	\$108,146	\$50,000
General Subfund (00100)	Seattle Police Department	North Precinct Patrol (P6200)	\$141,460	\$50,000
General Subfund (00100)	Seattle Police Department	South Precinct Patrol (P6500)	\$123,051	\$50,000
General Subfund (00100)	Seattle Police Department	East Precinct (P6600)	\$143,250	\$50,000
General Subfund (00100)	Seattle Police Department	Southwest Precinct Patrol (P6700)	\$127,358	\$50,000
General Subfund (00100)	Seattle Police Department	Criminal Investigations Administration (P7000)	\$25,670	\$10,000
General Subfund (00100)	Seattle Police Department	Violent Crimes Investigations (P7100)	\$101,690	\$31,000
General Subfund (00100)	Seattle Police Department	Narcotics Investigations (P7700)	\$80,294	\$30,000
General Subfund (00100)	Seattle Police Department	Special Investigations (P7800)	\$79,457	\$30,000

General Subfund (00100)	Seattle Police Department	Special Victims (P7900)	\$84,138	\$30,000
General Subfund (00100)	Seattle Police Department	Field Support Administration (P8000)	\$71,666	\$30,000

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

Appropriations Notes: The above appropriations do not include funding for impacts to the Police Pension and Relief Funds. Cost requirements are still being evaluated. Any appropriations needed for pension costs will be appropriated via supplemental budget legislation at a later date. In addition, appropriation amounts in 2015 are approximate and will be refined in December after completion of the 2015-2016 budget process.

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 2014. No funding will be carried over for this purpose in 2015.

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
This MOU permanently increases the wages of SPMA represented employees.
- b) **What is the financial cost of not implementing the legislation?**
If the contract is not legislated, employees will continue to receive 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?**
This legislation affects the Seattle Police Department and the Seattle Police Pension Office. The legislation has financial impacts to both departments. To the extent that there are operational impacts, those are limited to SPD.
- 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