

### **FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Seattle Department of Human Resources	Joan Matheson / 684-8454	Forrest Longman / 684-0331

**Legislation Title:**

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2014 Employment Ordinance; designating positions as exempt from 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 Public Utilities and the Plumbers and Pipefitters, Local 32, 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) designate eleven positions as exempt from Civil Service status, 2) amend Seattle Municipal Code Section 4.13.010, and 3) execute a Memorandum of Understanding between the City of Seattle/Seattle Public Utilities and the Plumbers and Pipefitters, Local 32; all by a 2/3 vote of the City Council.

**Background:**

1. This ordinance seeks to establish eleven 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.

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 Office of Economic Development, the Seattle City Light

Department, the Seattle Public Utilities Department, the Seattle Department of Transportation, the Department of Finance and Administrative Services, and the Seattle Department of Human Resources.

**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: Implementation of the 4Q14 Employment Ordinance

**SDHR 4Q14 Employment FISC Attach 1**  
**(Implementation of the 4Q14 Employment Ordinance)**

Dept	Report	Position Title	Potential Positions Impacted	2013	2014
<b>Exempt Actions</b>					
OED	#14-13948	Manager 3, Exempt <sup>1</sup>	1		\$0
OED	#14-13988	Manager 2, Exempt <sup>2</sup>	1		\$4,418
OED	#14-14216	Strategic Advisor 2, Exempt <sup>1</sup>	1		\$0
SCL	#14-13964	Executive 2 <sup>1</sup>	1		\$12,784
SCL	#14-14048	IT Professional A, Exempt <sup>1</sup>	1		\$7,856
SPU	#14-13970	Strategic Advisor 3, Exempt <sup>1</sup>	1		\$0
SPU	#14-14196	Manager 2, Exempt <sup>1</sup>	1		\$0
SDOT	#14-14007	IT Professional A, Exempt <sup>2</sup>	1		\$0
FAS	#14-14046	Strategic Advisor 3, Exempt <sup>1</sup>	1		\$8,892
SDHR	#14-14234	Manager 2, Exempt <sup>1</sup>	1		\$0
SDHR	#14-14235	Manager 3, Exempt <sup>1</sup>	1		\$0
SPU	MOU	Utility Maintenance Specialist <sup>3</sup>	3	\$16,681	\$16,182
SPU	MOU	Utility Maintenance Specialist, Senior <sup>3</sup>	2	\$12,001	\$11,630
<b>Subtotal</b>				\$28,682	\$61,762
<b>Total <sup>4</sup></b>				<b>\$28,682</b>	<b>\$61,762</b>

Costing Assumptions:

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

<sup>2</sup>Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

<sup>3</sup>Costing provided by Labor Relations.

<sup>4</sup>The 2013 and 2014 costs will be absorbed in departments' current budgets.