

SUMMARY and FISCAL NOTE*

Department:	Contact Person/Phone:	Executive Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment, commonly referred to as the Third Quarter 2016 Employment Ordinance; designating positions as exempt from Civil Service status; returning a position to Civil Service status; and ratifying and confirming certain prior acts; all by a 2/3 vote of the City Council.

Summary and background of the Legislation: This legislation seeks to designate four positions as exempt from Civil Service status and return one position to Civil Service status. If passed, this legislation:

1. Establishes four 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 may create a minor cost increase for the affected departments, which will be funded within the existing budget authority.
2. Returns one position to Civil Service status. As a result of a classification review and determination, this position no longer meets the exemption criteria. This position change creates a minor decrease in costs for the affected department.

2. SUMMARY OF FINANCIAL IMPLICATIONS

X **This legislation does not have direct financial implications.**

3. OTHER IMPLICATIONS

- a) **Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**

The estimated costs associated with this legislation are summarized in the Summary and Fiscal Note Attachment 1 and will be funded through departments' existing budgets.

- b) **Is there financial cost or other impacts of not implementing the legislation?**

No.

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

This legislation will affect the Seattle Department of Transportation, the Seattle Parks & Recreation Department, the Seattle Public Utilities Department, the Seattle Human

Services Department, and the Office of Immigrant & Refugee Affairs.

d) Is a public hearing required for this legislation?

No

e) Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?

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) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?

N/A

i) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.

N/A

j) Other Issues:

N/A

List attachments/exhibits below:

Summary Att 1 – Summary of Actions

SDHR 3Q16 Employment
(Implementation of the 3Q16 Employment Ordinance)

Dept	Report	Position Title	Potential Positions Impacted	2016
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Exempt Actions

SDOT	#16-15165	Executive 3 ¹	1	\$45,452
SPR	#16-15169	Strategic Advisor 3, Exempt ¹	1	\$0
SPU	#16-15200	Executive 2 ¹	1	\$21,330
OIRA	#16-15335	Strategic Advisor 1, Exempt ²	1	\$10,819
HSD	#16-15263	Management Systems Analyst ³	1	(\$11,606)
			Subtotal	\$65,995
			Total ⁴	\$65,995

Costing Assumptions:

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

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

³ Positions in the step progression pay program are costed from midpoint of the old title (DPP) to the top step of the new title (step progression).

⁴ The 2016 costs will be absorbed in departments' current budgets.