

**SUMMARY and FISCAL NOTE\***

| <b>Department:</b>                    | <b>Contact Person/Phone:</b> | <b>Executive Contact/Phone:</b> |
|---------------------------------------|------------------------------|---------------------------------|
| Seattle Department of Human Resources | Elaine Gentilo/206-684-8454  | Jessica Wang/206-615-1759       |

*\* 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 Fourth Quarter 2016 Employment Ordinance; designating positions as exempt from Civil Service status; amending Section 4.13.010 of the Seattle Municipal Code; 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 six positions as exempt from Civil Service status and amend Seattle Municipal Code Section 4.13.010. If passed, this legislation:

1. Establishes six 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. Authorizes amending the Seattle Municipal Code Section 4.13.010 - Exemptions from the Civil Service and Public Safety Civil Service Systems. Titles listed in the Code require updating to reflect recent classification actions.

**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 City Light Department, the Seattle Information Technology Department, the Seattle Public Utilities Department, and the Seattle

Department of Human Resources.

**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 Attachment 1 – Summary of Actions

**SDHR 4Q16 Employment**  
**(Implementation of the 4Q16 Employment Ordinance)**

| Dept | Report | Position Title | Potential Positions Impacted | 2016 |
|------|--------|----------------|------------------------------|------|
|------|--------|----------------|------------------------------|------|

***Exempt Actions***

|      |           |  |                    |           |
|------|-----------|--|--------------------|-----------|
| SCL  | #16-15233 | Strategic Advisor 2, Exempt <sup>1</sup>                   | 1                  | (\$4,601) |
| SIT  | #16-15332 | Information Technology Professional A, Exempt <sup>2</sup> | 1                  | \$10,088  |
| SIT  | #16-15333 | Information Technology Professional A, Exempt <sup>2</sup> | 1                  | \$10,088  |
| SPU  | #16-15394 | Executive 2 <sup>2</sup>                                   | 1                  | \$8,341   |
| SPU  | #16-15395 | Executive 2 <sup>2</sup>                                   | 1                  | \$8,341   |
| SDHR | #16-15562 | Strategic Advisor 1, Exempt <sup>2</sup>                   | 1                  | \$0       |
|      |           |  | Subtotal           | \$32,257  |
|      |           |  | Total <sup>3</sup> | \$32,257  |

Costing Assumptions:

<sup>1</sup> Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

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

<sup>3</sup> The 2016 costs will be absorbed in departments' current budgets.