

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/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 First Quarter 2017 Employment Ordinance; designating positions as exempt from Civil Service status; amending Sections 4.20.315 and 4.20.320 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 nine positions as exempt from Civil Service status, and amend Seattle Municipal Code Sections 4.20.315 and 4.20.320. If passed, this legislation:

1. Establishes nine 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 cost increase for the affected departments, which will be funded within the existing budget authority.
2. Authorizes amending Seattle Municipal Code 4.20.315 and 4.20.320. In 2008, Section 4.34 of the Seattle Municipal Code was amended to provide the 30 day vacation allowance to the Executive Director of the Retirement Office, and in 2016 the same for the Court Administrator at the Municipal Court. Code sections 4.20.315 and 4.20.320 contain references to Section 4.34 that should have been changed in 2008 to align the working conditions of the Executive Director and Court Administrator to that of department heads in the area of overtime eligibility, and merit and executive leave. The revisions will not have a material impact on any employees.

2. CAPITAL IMPROVEMENT PROGRAM

- a. Does this legislation create, fund, or amend a CIP Project? ___ Yes ___ X No

3. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget? ___ Yes ___ X No
- b. Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
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.

c. Is there financial cost or other impacts of *not* implementing the legislation?

No

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

This legislation will affect the Department of Neighborhoods, the Information Technology Department, the Seattle Office of Economic Development, the Seattle Department of Parks & Recreation, and the Seattle Department of Human Resources.

b. Is a public hearing required for this legislation?

No

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

No

d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No

e. Does this legislation affect a piece of property?

No

f. 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

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).

N/A

h. Other Issues:

N/A

List attachments/exhibits below:

Summary Attachment 1 – Summary of Actions

SDHR 1Q17 Employment
(Implementation of the 1Q17 Employment Ordinance)

Dept	Report	Position Title	Potential Positions Impacted	2016
Exempt Actions				
DON	#16-15580	Strategic Advisor 2, Exempt ²	1	\$0
DIT	#16-15659	Info Technol Professional A, Exempt ²	1	\$4,317
DIT	#16-15676	Info Technol Professional A, Exempt ²	1	\$1,775
OED	#16-15708	Strategic Advisor 1, Exempt ¹	1	(\$105)
OED	#16-15709	Strategic Advisor 1, Exempt ¹	1	\$1,439
DPR	#17-15740	Executive 2 ²	1	\$0
SDHR	#17-15748	Manager 3, Exempt ¹	1	\$0
SDHR	#17-15768	Strategic Advisor 1, Exempt ¹	1	\$0
SDHR	#17-15770	Manager 3, Exempt ¹	1	\$0
			Subtotal	\$7,426
			Total ³	

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

³ The 2016 and 2017 costs will be absorbed in departments' current budgets.

**SDHR 1Q17 Employment
(Implementation of the 1Q17 Employment Ordinance)**

2017

	\$0
	\$16,531
	\$10,935
	(\$1,283)
	\$17,712
	\$32,806
	\$68,616
	\$7,496
	\$21,665
	\$174,478
	\$181,904