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ORDINANCE

AN ORDINANCE related to the enforcement of the City's sick and safe time regulations, increasing appropriations in the 2011 Adopted Budget for the Seattle Office for Civil Rights; and creating a position in the Seattle Office for Civil Rights; all by a three-fourths vote of the City Council.

WHEREAS, the City Council is considering legislation that would require employers operating within the City of Seattle to provide their employees with minimum amount of paid sick and safe leave by; and

WHEREAS, this legislation gives the Seattle Office for Civil Rights responsibility for implementing and enforcing the regulations related to sick and safe leave; and

WHEREAS, the Seattle Office for Civil Rights cannot effectively fulfill these responsibilities without additional staffing; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. In order to pay for necessary costs and expenses pertaining to enforcement of the City's sick and safe time requirements, incurred or to be incurred in 2011, but for which insufficient appropriations were made due to causes that could not reasonably have been foreseen at the time the 2011 Budget was adopted, the appropriations for the following item in the 2011 Budget is increased from the fund shown as follows:

Item	Fund	Department	Budget Control Level	Amount
1	General Subfund (00100)	Seattle Office for Civil Rights	Civil Rights (X1R00)	\$20,900
Total				\$20,900

Section 2. To carry out purposes of the appropriation in Section 1 of this ordinance, the following new Civil Rights Analyst position is created in the Seattle Office for Civil Rights:



Department	Position Title	Position Status	Number
Seattle Office for Civil Rights:	Civil Rights Analyst	Full-time	1

The Director of the Office for Civil Rights is authorized to fill this position subject to Civil Service personnel rules and laws.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by a three-fourths vote of the City Council the ____ day of _____, 2011, and signed by me in open session in authentication of its passage

this
____ day of _____, 2011.

President _____ of the City Council

Approved by me this ____ day of _____, 2011.

Michael McGinn, Mayor

Filed by me this ____ day of _____, 2011.

Monica Martinez Simmons, City Clerk

(Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Legislative	Ben Noble/684-8160	N/A

Legislation Title:

AN ORDINANCE related to the enforcement of the City’s sick and safe time regulations, increasing appropriations in the 2011 Adopted Budget for the Seattle Office for Civil Rights; and creating a position in the Seattle Office for Civil Rights; all by a three-fourths vote of the City Council.

Summary of the Legislation:

This legislation creates a new Civil Rights Analyst position in the Seattle Office for Civil Rights. This position is needed to administer and enforce the sick and safe time regulations that have been proposed in a “companion” ordinance. Funding for the position is provided for the fourth quarter of 2011. This initial funding will support the staff work needed for development of the administrative rules called for in the regulatory ordinance and to conduct some level of educational outreach to local employers. On-going funding will be for 2012 and beyond to conduct investigations and enforce the new regulations.

Background:

The City Council is considering legislation that would establish minimum standards for the provision of sick and safe time. Enforcement responsibilities for these new regulations would be placed with the Seattle Office for Civil Rights. After suffering budget reductions over the past few years, the Office is not able to absorb these new responsibilities without additional staffing.

This legislation does not have any financial implications.

This legislation has financial implications.

Appropriations:

Fund Name and Number	Department	Budget Control Level*	2011 Appropriation	2012 Anticipated Appropriation
General Subfund (00100)	Seattle Office for Civil Rights	Civil Rights X1R00	\$20,900	\$84,000
TOTAL			\$20,900	\$84,000

Appropriations Notes:

Unallocated balance in the General Subfund would support this appropriation in 2011. For 2012 this would represent an additional expense that is not anticipated in the 2012 endorsed budget.



Anticipated Revenue/Reimbursement: Resulting from this Legislation:

No revenues are anticipated.

Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2011 Positions	2011 FTE	2012 Positions*	2012 FTE*
Civil Rights Analysts – Office for Civil Rights		X1R00	FT	1	1	1	1
TOTAL			FT	1	1	1	1

Do positions sunset in the future?

No.

What is the financial cost of not implementing the legislation?

Without the additional position, the Office of Civil Rights will not be able to effectively enforce the new sick and safe time regulations.

Does this legislation affect any departments besides the originating department?

No.

What are the possible alternatives to the legislation that could achieve the same or similar objectives?

Staff now assigned to enforce other civil rights matters could be re-assigned to enforce sick and safe time regulations. However, this would mean that regulations regarding matters such as employment and housing discrimination would not be enforced as effectively as they are now.

Is the legislation subject to public hearing requirements?

No.

List attachments to the fiscal note below:

None.

