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**CITY OF SEATTLE**  
**ORDINANCE \_\_\_\_\_**

COUNCIL BILL 118245

AN ORDINANCE relating to City employment; amending Ordinance 124035 to remove a sunset date and revise reporting requirements.

WHEREAS, as part of the 2013 budget process, the City Council passed Ordinance 124035, which established 25 unfunded positions in the Seattle Department of Human Resources to be used by City departments to perform work that otherwise would be contracted out; and

WHEREAS, Ordinance 124035 contains a provision requiring the sunset of those positions no later than December 31, 2014; and

WHEREAS, the creation and use of these positions has been critical in helping the City to retain employees who may have been subject to layoff; and

WHEREAS, the City desires to continue to support the goals of Ordinance 124035; and

WHEREAS, Ordinance 124035 required the Personnel Director (now known as the Seattle Human Resources Director) to report annually to the City Council's Government Performance and Finance Committee on the use of the positions created; and

WHEREAS, the City Budget Office is better situated to monitor the use of these positions and to report to the City Council; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Sections 1, 2, 3, and 4 of Ordinance 124035 are amended as follows:

Section 1. As requested by the ((Personnel)) Seattle Human Resources Director and recommended by the Mayor, there are hereby created 25 unfunded positions in the ((Personnel)) Seattle Department of Human Resources. The positions are not exempt from the City's Civil Service system. ((The positions shall be designated as sunset positions, and shall sunset no later than December 31, 2014.))



1 Section 2. City departments may request use of these unfunded positions to retain work  
2 within their department that they might otherwise have contracted out to non-city employees.  
3 The ((Personnel)) Seattle Human Resources Director shall establish the criteria for use of  
4 these positions and make the final determination on whether the City department's request  
5 meets the criteria.

6 Section 3. The ((Personnel)) Seattle Human Resources Director is authorized to fill, or to  
7 loan to other departments to fill, these 25 unfunded positions. These positions shall be funded  
8 by the existing budget authority of departments that utilize the positions. The ((Personnel))  
9 Seattle Human Resources Director shall determine the appropriate classification of these  
10 positions from among existing City classifications.

11 Section 4. ~~((The Personnel Director shall provide an annual report to the City Council's  
12 Government Performance and Finance Committee, on the use of these positions including the  
13 financial savings. The Personnel Director shall include all positions created by this  
14 Ordinance that have been classified or filled on the Personnel Departments' Annual Citywide  
15 Position List.))~~ As part of future Proposed Budgets, the City Budget Office will submit to  
16 the City Council a review of the use of each of these positions, including the nature of work,  
17 duration of positions, number of hours of work, and the amount of money saved by using  
18 these positions.  
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1 Section 2. This ordinance shall take effect and be in force 30 days after its approval by  
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

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5 Passed by the City Council the \_\_\_\_ day of \_\_\_\_\_, 2014, and  
6 signed by me in open session in authentication of its passage this  
7 \_\_\_\_ day of \_\_\_\_\_, 2014,

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9 \_\_\_\_\_  
10 President \_\_\_\_\_ of the City Council

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12 Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2014.

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14 \_\_\_\_\_  
15 Edward B. Murray, Mayor

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17 Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2014.

18  
19 \_\_\_\_\_  
20 Monica Martinez Simmons, City Clerk

21 (Seal)



**2015 BUDGET LEGISLATION FISCAL NOTE**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
City Budget Office	Ben Noble/4-8160	Jessica Wang/5-1759

**Legislation Title:**

AN ORDINANCE relating to City employment; amending Ordinance 124035 to remove a sunset date and revise reporting requirements.

**Summary of the Legislation:**

This legislation removes the December 31, 2014 sunset date for twenty-five (25) unfunded positions established in Ordinance 124035 to return work within City departments that otherwise would be contracted out. This legislation also removes the annual report by the Seattle Human Resources Director to the City Council's Government Performance and Finance Committee on the use of these positions. Instead, the City Budget Office, as part of future Proposed Budgets, will provide City Council with a review the use of each of these positions including the nature of work, duration of positions, and number of hours of work.

**Background:**

In November 2012, twenty-five (25) unfunded, sunseting positions were established to allow City departments to retain employees that could perform bodies of work less costly than having the work contract out. In 2014, an analysis by the Seattle Department of Human Resources and the City Budget Office determined a sustained need for these positions and removing the sunset date will allow the City to recruit employees into and retain employees in these positions.

Please check one of the following:

- This legislation does not have any financial implications.**  
Cost associated with these positions will be absorbed by departments' existing budgets using contract dollars.

**Other Implications:**

- a) **Does the legislation have indirect financial implications, or long-term implications?**  
No. Costs associated with these positions will continue to be absorbed by departments' existing budgets using contract dollars.
- b) **What is the financial cost of not implementing the legislation?**  
If the legislation is not implemented, the positions will sunset at December 31, 2014 and private consultants will likely perform the work.



- c) **Does this legislation affect any departments besides the originating department?**  
Yes, this legislation affects positions which are loaned to other City departments.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**  
None.
- 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:**  
None.

**List attachments to the fiscal note below:**

None.





**City of Seattle**  
Edward B. Murray  
Mayor

September 22, 2014

Honorable Tim Burgess, President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill for consideration with the 2015 Proposed Budget. This legislation will amend an Ordinance passed with the 2013 Adopted Budget that added 25 unfunded positions to be used in a manner to prevent layoffs for City employees.

These 25 "contract-in" positions were established with a sunset date of December 31, 2014 and the positions allowed City departments to retain employees that could perform bodies of work less costly than having the work contract out. In 2014, an analysis by the Seattle Department of Human Resources and the City Budget Office determined a sustained need for these positions and removing the sunset date will allow the City to recruit employees into and retain employees in these positions. This legislation would amend the Ordinance by removing the sunset date and improve oversight by allowing the City Budget Office, as part of future Proposed Budgets, to provide City Council with a review the use of each filled "contract-in" position including the nature of work, duration of positions, and number of hours of work. No additional costs are related to removing the sunset date since these positions will continue to be absorbed by departments' existing budget using contract dollars.

The outcome of keeping the December 31, 2014 sunset date is the layoff of the positions' current incumbents and the bodies of work would likely be contract out to private consultants which could increase costs to the City. Thank you for your consideration of this legislation. Should you have questions, please contact Jessica Wang at 615-1759.

Sincerely,

A handwritten signature in black ink, appearing to read "Edward B. Murray".

Edward B. Murray  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council