

**ATTACHMENT 4**  
**POTENTIAL AMENDMENT TO SPU STRATEGIC PLAN RESOLUTION 31534**

**Employee Involvement Committee**

*Amend Section 1 of Resolution 31534 as follows (subsection numbers to be added later):*

Section 1. The City Council adopts Seattle Public Utilities' proposed 2015-2020 Strategic Business Plan (the Plan), a copy of which is attached as Attachment A and incorporated by reference, with the following amendments:

A. The Plan's labor efficiency target will be \$6.4 million per year in savings by 2020. No labor efficiency target for number of positions will be set. SPU is requested to evaluate the Plan's labor efficiencies through an Employee Involvement Committee (EIC) before implementing the efficiencies. SPU also is requested to establish the 2014 baseline of funding spent on consultants and contracts for outside labor and establish a means of tracking these expenditures during the course of the Plan. ~~Both~~ The number of positions and spending on consultant and contracts for outside labor ~~spending~~ will be tracked and reported to evaluate progress toward the labor efficiency goal.