

## 2015 BUDGET LEGISLATION FISCAL NOTE

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
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**Legislation Title:** AN ORDINANCE relating to employment in Seattle; amending sections 14.16.010, 14.17.010, 14.19.010 and 14.19.060 of the Seattle Municipal Code to reflect the creation of the Office of Labor Standards within the Office for Civil Rights as a centralized source for administering and enforcing all City labor standards ordinances; making technical changes; and revising provisions related to enforcement.

**Summary of the Legislation:** This legislation reflects the creation of the Office of Labor Standards in the Office for Civil Rights as the centralized source for administering and enforcing all City labor standards ordinances and specifically, moves enforcement of Seattle’s minimum wage and minimum compensation ordinance from the Department of Finance and Administrative Services to the Office for Civil Rights.

**Background:** As part of the 2014 budget process, the City Council adopted Green Sheet 15-1-A-2 which appropriated \$250,000 to the Department of Finance and Administrative Services (FAS) to support work of an advisory group convened by the Council and Mayor to assess how to gain greater compliance of City labor standards by businesses. The Labor Standards Advisory Group met in 2014 and presented a range of options to the Mayor and City Council. One recommendation was to have a centralized source for labor standards enforcement. The Mayor proposes such a source with companion legislation establishing an Office of Labor Standards within the Office for Civil Rights (OCR).

In June 2014, the City Council passed and Mayor signed Ordinance 124490 setting a new minimum wage and minimum compensation for work performed in the City of Seattle beginning in 2015. A companion piece of legislation, Resolution 31524, requested that FAS work with City Council and other appropriate City departments and stakeholders to strengthen implementation of local minimum wage ordinances.

OCR has successfully implemented two labor standards ordinances, paid sick and safe time and the use of criminal history in employment decisions, and has well-established procedures for rule-making, outreach, case investigation and mediation. It is appropriate that enforcement of the minimum wage ordinance be part of the OCR/OLS portfolio.

  X   **This legislation does not have any financial implications.**

**Summary of Changes to Revenue Generated Specifically from this Legislation:**

	Revenue Source	2015 Proposed	2016 Proposed
<b>Total Fees and Charges Resulting From Passage of This Ordinance</b>			

(If new revenue is for a partial year, provide estimate for full year in the notes section below.)

Revenue Change Notes:

**Anticipated Total Revenue from Entire Program, Including Changes Resulting from this Legislation:**

Fund Name and Number	Revenue Source	Total 2015 Revenue	Total 2016 Revenue
<b>TOTAL</b>			

Total Revenue Notes:

**Other Implications:**

- a) **Does the legislation have indirect financial implications, or long-term implications?**  
No.
- b) **What is the financial cost of not implementing the legislation?**  
None.
- c) **Does this legislation affect any departments besides the originating department?**  
Finance and Administrative Services
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?**  
None identified.
- 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.