

Additional Background Information/Description of 2021 Pay Plan and COLA Adjustments

In 2018 and 2019, the Police, Police Support, Fire Support, AFSCME and RCHEA bargaining units settled labor contracts accepting wage and salary adjustments for 2021. Each of these contracts were reviewed and adopted by the Council. The contracts include agreements regarding annual salary and salary range adjustments. The AFSCME bargaining unit agreed to use the June 2020 CPI-W for the Seattle area, which was 1 percent, as their wage and salary range adjustment. The Police Support, Fire Support and RCHEA bargaining units agreed to a minimum 2 percent wage and salary range adjustment. For the Non-Represented and General Supplemental jobs and employees, a 2 percent wage and salary range adjustment will be applied, or the Washington State minimum wage for 2021 will be applied. For the Executive jobs, a 2 percent salary range adjustment will be applied, but the employees will not receive a salary adjustment.

Attached salary ordinance and exhibits (Attachment 1 and Exhibits 1-7) are drafted to apply the following:

- (1) implementing an across-the-board salary adjustment of 1 percent for employees covered by the AFSCME bargaining unit for 2021;
- (2) adjusting the 2020 salary ranges for Pay Plans "A" and "A-S" (AFSCME and AFSCME supplemental bargaining unit) by 1 percent;
- (3) implementing an across-the-board salary adjustment of 2 percent for all employees covered by the Fire Support, Police Support, and RCHEA bargaining units, and for all Non-Represented employees and General Supplemental employees for 2021;
- (4) adjusting the 2020 salary ranges for Pay Plans "FS" (Fire Support), "PS" and "S-PS" (Police Support and Supplemental Police Support), "R" and "R-S" (RCHEA and Supplemental RCHEA) and for Pay Plans "N" and "N-S" (Non-Represented and Non-Represented Supplemental) and Pay Plan "G-S" (General Supplemental) by 2 percent, or to the Washington State minimum wage, for 2021;
- (5) adjusting the 2019 salary ranges for Pay Plan "E" (Executive) by 2 percent for 2021.

Three of the 2021 pay plans and related salary adjustments are not included for review, as they were previously reviewed and approved by Council:

- The Police bargaining unit agreed to a 3 percent wage and salary range adjustment, which was adopted by Ordinance 2932 on October 16, 2018, which included all pay plans through 2021.
- The Fire bargaining unit agreed to a 1.5 percent wage and salary range adjustment, which was adopted by Ordinance 3009 on October 6, 2020, which included all pay plans through 2023.
- The Police Lieutenants bargaining unit agreed to a 3 percent wage and salary range adjustment, which was adopted by Ordinance 2992 on December 3, 2019, which included all pay plans through 2021.