



City of Seattle
Mayor Jenny A. Durkan

CIVIL EMERGENCY ORDER

CITY OF SEATTLE

IMMEDIATE STAFFING INCENTIVE FOR FRONTLINE WORKERS

AN EMERGENCY ORDER relating to providing a staffing incentive to frontline workers who are working through the dual civil emergencies of COVID-19 and winter weather;

WHEREAS, in my capacity as Mayor, I proclaimed a civil emergency exists in the City of Seattle in the Mayoral Proclamation of Civil Emergency dated December 24, 2021 regarding winter weather including freezing temperatures and snowfall; and

WHEREAS, the civil emergency necessitates the utilization of emergency powers granted to the Mayor pursuant to: the Charter of the City of Seattle, Article V, Section 2; Seattle Municipal Code (SMC) Chapter 10.02; and Chapter 38.52 RCW;

WHEREAS, SMC 10.02.020.A.15 authorizes the Mayor to make and proclaim an order that she believes is imminently necessary for the protection of life and property;

WHEREAS, the City of Seattle has been in a civil emergency due to the COVID-19 pandemic, and, because of the emergence of a new variant, King County is now reporting record high community case counts due to the rise of the Omicron variant, which is also impacting every city department; and

WHEREAS, the COVID-19 pandemic that began in March of 2020 has had widespread impacts on the operations of all departments for the City; and

WHEREAS, pursuant to SMC 10.02.025, this order is based on the facts described below; the Mayor believes it is in the best interest of public safety and deliver of city services during a prolonged emergency and rising COVID-19 cases; and

WHEREAS, with new resources, the city has brought approximately 1,100 individuals living unsheltered into safer spaces and opened hundreds of new shelter spaces in recent weeks to create 2,800 shelter spaces, the largest number of spaces in the city's history; and

WHEREAS, the Mayor has urged non-profits, churches, businesses and private locations to be available to residents during this unprecedented winter weather emergency; and

WHEREAS, the City of Seattle strives to maintain highly qualified, diverse, and engaged city employees to meet the complex demands of the Seattle communities and basic city services; and

WHEREAS, many workforces are facing staffing challenges in city departments, health care, and human service providers due to COVID-19;

WHEREAS, the Mayor has identified an immediate need to fund incentives to increase staffing for key operations during extreme winter weather and rising cases of COVID-19 among city employees; NOW, THEREFORE,

BE IT PROCLAIMED BY THE MAYOR OF THE CITY OF SEATTLE THAT:

I, JENNY A. DURKAN, MAYOR OF THE CITY OF SEATTLE, ACTING UNDER THE AUTHORITY OF SEATTLE MUNICIPAL CODE SECTIONS 10.02.020 AND 10.02.025, AND MY MAYORAL PROCLAMATION OF CIVIL EMERGENCY, DATED MARCH 3, 2020 and MY MAYORAL PROCLAMATION OF CIVIL EMERGENCY DATED DECEMBER 24, 2021, HEREBY ORDER:

SECTION 1:

With extreme weather and COVID-19, the City of Seattle will provide its frontline workers at the City of Seattle and contractors operating winter weather shelters who are reporting to job sites and working during holidays as specified in Section 1A and Section 1B.

A. The City of Seattle will pay a Winter Weather Staffing Incentive for all frontline workers.

- i. Current City of Seattle Executive Branch employees who have been required to perform work in person at City job sites and offices will be paid a one-time taxable payment of up to \$150 per shift not to exceed \$150 per day, from December 24, 2021 to January 3, 2022 or the termination of the civil emergency for winter weather, whichever is later.
- ii. This payment will be paid to eligible employees no later than April 30, 2022 as long as the employee timely files their paperwork.
- iii. To qualify for this Winter Weather Staffing Incentive as a frontline worker, an employee must work in person at a job site and the work was required to be performed in-person at any time between December 24, 2021 – January 3, 2022 for at least four hours a shift.

B. The City of Seattle will pay a Winter Weather Human Service Staffing Incentive only to City of Seattle employees and contractors who operate authorized winter weather shelters, emergency warming centers, or other operations for vulnerable

individuals as designated by the Human Services Department consistent with this winter weather emergency.

- i. Understanding many of the workers at human service providers are paid equal to or less than \$30 an hour (\$62,400 annually) as of December 24, 2021, the City of Seattle will pay and provide an incentive to employees who opt-in to be reassigned and contractors for onetime payments to workers who perform work in person at authorized winter emergency sites, City job sites, and offices. Workers at such locations paid less than \$30 an hour will be paid a one-time taxable payment of up to \$250 per shift not to exceed \$250 per day from December 24, 2021 to January 3, 2022 or the termination of the civil emergency for winter weather, whichever is later. Employees paid greater than \$30 an hour will be eligible for up to \$150 per shift not to exceed \$150 per day.
- ii. This payment to the contractor should be invoiced by April 30, 2022.
- iii. This payment will be paid to eligible employees no later than April 30, 2022 as long as the employee timely files their paperwork.
- iv. To qualify for this Winter Weather Human Service Staffing Incentive, an employee must work in person at a job site and the work was required to be performed in-person at any time between December 24, 2021 – January 3, 2022 for at least four hours a shift.

SECTION 2:

All mayoral proclamations and orders presently in effect shall remain in full force and effect except that, insofar as any provision of any such prior proclamation is inconsistent with any provision of this order, then the provision of this order shall control.

SECTION 3:

A copy of this Civil Emergency Order shall be delivered to the Governor of the State of Washington and to the County Executive of King County. To the extent practicable, a copy of this Civil Emergency Order shall be made available to all news media within the City and to the general public. In order to give the widest dissemination of this Civil Emergency Order to the public, as many other available means as may be practical shall be used, including but not limited to posting on public facilities, websites, social media, and public address systems. SMC 10.02.100.

SECTION 4:

This Civil Emergency Order shall immediately, or as soon as practical, be filed with the City Clerk for presentation to the City Council for ratification and confirmation, modification or rejection, and if rejected this Civil Emergency Order shall be void; however, any such rejection or modification shall not affect any actions previously taken. The City Council may, by resolution, modify or reject the order. If the City Council modifies or rejects this Civil Emergency Order, said modification or rejection shall be prospective only, and shall not affect any actions taken prior to the modification or rejection of this Civil Emergency Order. The

Council shall endeavor to act on any order within 48 hours of its being presented to the Council by the Mayor.

DATED at Seattle, Washington, this 24th day of December 2021, at 12:20 p.m.,

A handwritten signature in black ink that reads "Jenny A. Durkan". The signature is written in a cursive style with a large, sweeping initial "J".

JENNY DURKAN
MAYOR OF THE CITY OF SEATTLE