



SEATTLE CITY COUNCIL

July 18, 2016

Governor Jay Inslee
Office of the Governor
PO Box 40002
Olympia, WA 98504

Governor Inslee,

The City of Seattle adopted a 15 dollar minimum wage, mandatory safe and sick time, and many other labor standards that are essential for maintaining a basic quality of life. In line with these values, we respectfully request the state provide an equitable standard of living for all its employees by providing "geographic pay" to state employees living in communities throughout our state that have higher cost of living.

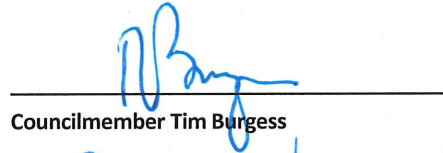
The State of Washington has already acknowledged that there are high-cost areas through its own established per diem rates that reimburse employees for hotel and meal costs at a higher rate in those areas. Additionally, the Washington State Patrol has also established geographical pay as a percentage above base pay for troopers and lieutenants in recognition of the higher cost of living in King, Snohomish and Pierce counties. In addition, the Washington State Attorney General's Office pays its legal assistant classified positions in King County 15 percent more than the same classified legal assistant positions at other state agencies with offices in King County, such as the Board of Industrial Insurance Appeals. The inconsistent application of this kind of assignment pay has created inherent inequities between workers in different state offices and agencies.

We the undersigned members of the Seattle City Council respectfully request that you work with the Office of Financial Management (OFM) to allow new flexibility to help address the inequities faced by state employees living in high-cost areas. We respect the work that public servants perform for our residents and we urge you to address these inequalities and ensure that all state employees across agencies are compensated fairly.

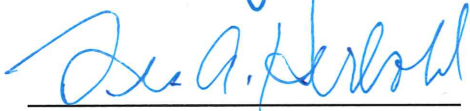
Sincerely,



Council President Bruce Harrell



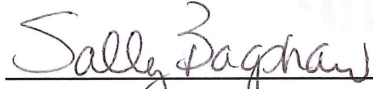
Councilmember Tim Burgess



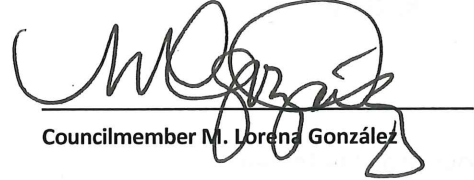
Councilmember Lisa Herbold



Councilmember Debora Juarez



Councilmember Sally Bagshaw



Councilmember M. Lorena González



Councilmember Rob Johnson



Councilmember Mike O'Brien



Councilmember Kshama Sawant