

2014 Seattle City Council Green Sheet

Ready for Notebook

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Budget Action Title: Add \$143,500 in GSF for 1.0 FTE Strategic Advisor in Personnel for gender equity research and analysis. Cut \$62,500 in GSF for SOCR and reduce 1.0 FTE Strategic Advisor position to 0.5 FTE.

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Budget Committee

Staff Analyst: Christa Valles

Council Bill or Resolution:

Date		Total	SB	BH	TR	RC	TB	NL	JG	SC	MO
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2013 Increase (Decrease)	2014 Increase (Decrease)
General Subfund		
General Subfund Revenues	\$0	\$0
General Subfund Expenditures	\$0	\$81,000
Net Balance Effect	\$0	(\$81,000)
Total Budget Balance Effect	\$0	(\$81,000)

Budget Action description:

This green sheet transfers part of the gender equity body of work proposed by the Seattle Office of Civil Rights (SOCR) in the 2014 Proposed Budget to the Personnel Department. Specifically, this green sheet adds \$143,500 in GSF to pay for one strategic advisor position in the Personnel Department. This position will conduct research and data analysis to support the Personnel Director and individual department directors related to gender equity issues in City government. This green sheet also reduces GSF funding and 0.5 FTE for a Strategic Advisor in SOCR, though this still results in a net increase of 0.5 FTE in SOCR for gender equity issues.

Personnel Department: 1.0 Strategic Advisor

The Strategic Advisor position in Personnel will work directly with the Personnel Director to analyze data on both a citywide basis and at the department level to identify various sources of potential gender inequality pertaining to a range of employment issues, including recruitment and retention, employee benefits, and compensation. This position is also expected to provide direct analytical

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support to department directors and assist them in developing appropriate strategies and policy responses to any identified issues. This position will also provide analytical support on a range of issues pertaining to workforce development, training, recruitment, retention, compensation, and succession planning and recommend strategies related to these issues to grow and support a diverse and balanced workforce. This position should be filled by someone with an advanced degree (Masters or PhD) in the social sciences with strong statistical skills and a background in labor economics and knowledge of local and regional labor markets.

OCR: .5 Strategic Advisor

A 0.5 Strategic Advisor position will remain in OCR to do work that may not fall as directly within the Personnel Department’s purview, such as developing policy proposals to remove implicit bias and/or institutionalized sexism, other forms of gender based exclusionary practices and institutionalized racism that inadvertently create gender based inequities, both in employment and contracting.

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Budget Action Transactions

Budget Action Title: Add \$143,500 in GSF for 1.0 FTE Strategic Advisor in Personnel for gender equity research and analysis. Cut \$62,500 in GSF for SOCR and reduce 1.0 FTE Strategic Advisor position to 0.5 FTE.

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add expenditures and 1.0 FTE to Personnel for labor economist/data analyst.	StratAdvsr2,Exempt - FT	1	1	PER	Citywide Personnel Services	N3000	00100	2014		\$143,500
2	Cut \$138k in GSF and .5 Strategic Advisor position	StratAdvsr2,Exempt - FT	-1	-1	OCR	Civil Rights	X1R00	00100	2014		(\$138,000)
3	Add .5 FTE for gender equity.	StratAdvsr2,Exempt - PT	1	0.5	OCR	Civil Rights	X1R00	00100	2014		\$75,500