

2014 Seattle City Council Green Sheet

Ready for Notebook

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Budget Action Title: Proviso Finance General Reserves for "Gender Wage Equity Reserve".

Has CIP Amendment: No Has Budget Proviso: Yes

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										

Budget Action description:

This green sheet would impose the following proviso:

“None of the money appropriated in the 2014 budget in Finance General Reserves BCL may be spent on gender equity related activities until authorized by future ordinance.”

This proviso makes clear that Council needs to approve the release of any funds set aside for gender equity activities. In passing this proviso, the City Council expects all department directors to undertake an in-depth review of department level data and policies to assess where, how, and to what extent gender disparities are found in certain job classes and how these disparities may be leading to wage differentials by gender.

Council expects the Department of Personnel, along with the newly hired labor economist/statistician (via GS 134-1-A-1), to spearhead the data analysis effort and assist departments in their review. This would include the Personnel Department issuing guidance and recommendations to departments for undertaking the review to ensure uniformity in analytic methods and procedures across departments. The Personnel Director may also want to form an interdepartmental work group to ensure consistency and cross-pollination of ideas across departments. The City’s Budget Office should also be engaged in this effort.

The Personnel Department shall work with departments to consolidate department findings into a single written report to the City Council by June 30, 2014. The report should include the results of the analysis as well as department specific recommendations to address gender equity issues in recruitment, hiring, retention, and compensation within and between various job classes and

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leadership positions and a time-frame for implementation. In addition to department specific findings, the Director of Personnel may also identify areas for additional research and analysis and should include recommendations regarding common issues and trends across departments that may best be addressed by changes in citywide policies. The Personnel Director should also recommend an annual review process and reporting scheme to assess overall City progress on this issue as well as progress within particular departments.

Council anticipates at least some of the funds in Finance General Reserves for gender equity initiatives can be made available to department directors to implement their recommendations and/or conduct additional research, such as department employee surveys and more in-depth review of particular issues that were identified in the preliminary report. Council will work with the incoming administration to prioritize recommendations for funding. Council also looks forward to reviewing the Gender Equity in Pay Task Force recommendations once they are finalized in December.

Female-to-Male Employee Salary Ratio (Large Departments)

