2015 - 2016 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version		
125	1	Α	1		

Budget Action Title: Add \$250,000 GSF in 2015 and \$250,000 GSF in 2016 to Finance General for

potential paid parental leave benefit.

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Bagshaw; Burgess; Clark; Godden; Harrell; O'Brien; Rasmussen; Sawant

Staff Analyst: Monica Ghosh; Patricia Lee

Council Bill or Resolution:

Date		Total	SB	ВН	SC	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2015 Increase (Decrease)	2016 Increase (Decrease)		
General Subfund				
General Subfund Revenues	\$0	\$0		
General Subfund Expenditures	<u>\$250,000</u>	<u>\$250,000</u>		
Net Balance Effect	(\$250,000)	(\$250,000)		
Total Budget Balance Effect	(\$250,000)	(\$250,000)		

Budget Action description:

This green sheet would add \$250,000 GSF to Finance General in 2015 and \$250,000 GSF to Finance General in 2016 to provide funding for a potential paid parental leave benefit.

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As part of the City's work on gender equity, the City is exploring the feasibility of providing a paid parental leave benefit to city employees. . Creating a paid parental leave benefit for City employees was a recommendation of the Gender Equity in Pay Taskforce, which was convened in 2013 to provide recommendations to City leaders about how to address the City's wage gap.

The Seattle Department of Human Resources (SDHR) has contracted with a consultant to review the City's existing parental leave policies and devise potential options. The study will also examine what other public and private jurisdictions do in this regard. The consultant's work is expected to be completed by the end of November 2014.

Once the consultant's work is completed Executive and Council staff will work on developing next steps to explore potential options that will be brought to the Mayor and Council for consideration. Any change in city benefits would be negotiated with the appropriate labor unions.

How a potential benefit would be structured and what it would cost is currently under development. The \$250,000 would allow the City the flexibility and capacity to implement a potential benefit in 2015 and 2016.

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Budget Action Transactions

Budget Action Title: Add \$250,000 GSF in 2015 and \$250,000 GSF in 2016 to Finance General for potential paid parental leave benefit.

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add reserve for potential				FG	Reserves	2QD00	00100	2015		\$250,000
	Paid Parental Leave benefit										
2	Add reserve for potential				FG	Reserves	2QD00	00100	2016		\$250,000
	Paid Parental Leave benefit										