

Ordinance No. 124484

Council Bill No. 118092

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

Related Legislation File: Res 31523

Date Introduced and Referred: <u>5/12/14</u>	To: (committee): <u>Parks, Seattle Center, Libraries, and Gender Pay Equity</u>
Date Re-referred:	To: (committee):
Date Re-referred:	To: (committee):
Date of Final Action: <u>5/27/14</u>	Date Presented to Mayor: <u>5/28/14</u>
Date Signed by Mayor: <u>5/30/14</u>	Date Returned to City Clerk: <u>5/30/14</u>
Published by Title Only <input checked="" type="checkbox"/>	Date Vetoed by Mayor:
Published in Full Text	
Date Veto Published:	Date Passed Over Veto:
Date Veto Sustained:	Date Returned Without Signature:

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____

Committee Action:

Date	Recommendation		Vote
<u>5/20/14</u>	<u>Pass</u>	<u>JG,TR</u>	<u>2-0</u>

This file is complete and ready for presentation to Full Council. _____

Full Council Action:

Date	Decision	Vote
<u>5/27/14</u>	<u>Passed</u>	<u>8-0</u> (excused: Rasmussen)

Law Department

CITY OF SEATTLE

ORDINANCE 124484

COUNCIL BILL 118092

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4 AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance
5 General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project;
6 changing appropriations to various departments and budget control levels in the Budget;
7 adding new positions and amending Ordinance 124349, which adopted the 2014 budget;
8 all by a two-thirds vote of the City Council.

9 WHEREAS, the Gender Equity in Pay Task Force recently released a report on disparities in pay
10 for City of Seattle employees and submitted it to the Mayor and City Council; and

11 WHEREAS, practices and policies related to performance management, such as performance
12 evaluation, goal setting, progressive discipline, management training and leadership
13 development, have direct impact on workplace equity and are most adequately assessed
14 through a City-wide lens; and

15 WHEREAS, in addition to standard methods of recruitment, such as advertising and job
16 postings, effective recruitment to diverse and under-represented populations requires
17 outreach and establishment of trusting, long-term relationships with the community and
18 requires an investment by the City's time and resources; and

19 WHEREAS, the Mayor and City Council believe equity is the cornerstone of a thriving
20 democracy and the internal actions of local government that contribute to the health and
21 well-being of everyone in our city; and

22 WHEREAS, local government leadership is necessary to achieve equity in the community, and it
23 is also necessary for local government to work in collaboration with regional and national
24 partners, both within government and across sectors; and

25 WHEREAS, the City Council placed a proviso on \$1,400,000 in the 2014 Adopted Budget for
26 gender wage equity related activities until authorized by future ordinance; and

27 WHEREAS, Resolution 31523 affirms the City of Seattle's commitment to gender equity, and
28 the implementation of comprehensive measures to achieve equity at the City of Seattle
and throughout our community; and

WHEREAS, Resolution 31523 requests the Personnel Department and the Seattle Office for
Civil Rights to take steps recommended by the Gender Equity Task Force to address
gender wage disparity; NOW, THEREFORE,



BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. The restrictions imposed by the following budget proviso are removed and they are no longer restrictions for any purpose including for subsection 1(b) of Ordinance 124349.

Department	2014 Green Sheet	Proviso	Budget Control Level
Finance General	#134-2-A-1	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.	Reserves (2QD00)

Section 2. The following positions, which are exempt from the Civil Service and Public Safety Civil Service rules and laws, are created in the Personnel Department and the Executive Department's Seattle Office for Civil Rights.

Department/Office	Position Title	Position Status	Number of Positions
Personnel Department (PER)	StratAdvsr2,Exempt	Full-time	1.0
Personnel Department (PER)	StratAdvsr2,Exempt	Full-time	1.0
Seattle Office for Civil Rights (SOCR)	StratAdvsr2,Exempt	Full-time	1.0

The City Personnel Director and the Director of the Office for Civil Rights are authorized to fill the positions under their respective control subject to applicable personnel rules and laws.



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2 Section 3. The appropriations for the following items in the 2014 Budget are modified, as
3 follows:

Fund	Department	Budget Control Level	Amount
General Subfund (00100)	Personnel Department (PER)	Employment and Training (N1000)	\$287,726
	Seattle Office for Civil Rights (SOCR)	Civil Rights (X1R00)	\$68,863
	Finance General	Reserves (2QD00)	(\$356,589)
Total			\$0

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12 Section 4. This ordinance shall take effect and be in force 30 days after its approval by
13 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
14 shall take effect as provided by Seattle Municipal Code Section 1.04.020.
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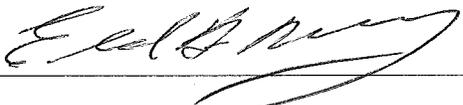
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Passed by the City Council the 27th day of May, 2014, and
signed by me in open session in authentication of its passage this
27th day of May, 2014.



President _____ of the City Council

Approved by me this 30 day of May, 2014.



Edward B. Murray, Mayor

Filed by me this 30th day of May, 2014.



Monica Martinez Simmons, City Clerk

(Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
CBO	Forrest Longman / 684-0331	Forrest Longman / 684-0331

Legislation Title:

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

Summary of the Legislation:

This legislation lifts the proviso placed on the Finance General Gender Equity Reserves by the City Council in the 2014 Adopted Budget (Green Sheet #134-2-A-1). It adds two positions in the Personnel Department, adds one position in the Office for Civil Rights (OCR) and transfers funding from the Finance General Gender Equity Reserve to fund these positions for the remainder of 2014. These positions will work to advance the recommendations of the Gender Equity in Pay Task Force. It also includes funding for Personnel to conduct a City-wide internal Gender & Race Equity Study and to develop a women's leadership program.

Position descriptions:

1. Gender Equity Recruiter (Personnel): Perform diversity and gender equity recruiting in under-represented communities and work with City departments in a broader outreach context.
2. Leadership Development Facilitator (Personnel): Design, develop and deliver supervisor, management and leadership development training programs and courses that will help under-represented employee populations increase their skills and be better prepared for internal advancement opportunities.
3. Gender Equity Strategist (OCR): Examine national best practices on gender equity, analyze City practices and work with Personnel to inform the design of gender equity training programs and strategies.

Background:

The Gender Equity in Pay Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council. The report makes a series of recommendations to begin addressing the disparity in pay at the City. This ordinance provides positions and funding to begin implementing the Task Force's recommendations.



X This legislation has financial implications.

Appropriations:

Fund Name and Number	Department	Budget Control Level*	2014 Appropriation	2015 Anticipated Appropriation
General Fund (00100)	Personnel Department (PER)	Employment and Training (N1000)	\$287,726	\$268,631
General Fund (00100)	Office of Civil Rights (OCR)	Civil Rights (X1R00)	\$68,863	\$134,315
General Fund (00100)	Finance General (FG)	Reserves (2QD00)	(\$356,589)	(\$402,946)
TOTAL			\$0	\$0

Appropriations Notes: The 2014 appropriations include the position funding for Personnel and OCR for the remainder of the year, plus an additional \$150,000 to fund conduct an internal Gender & Race Equity Study and to develop a women's leadership program. Appropriations for the ongoing full year position costs will be added in the 2015-2016 Proposed Budget

Anticipated Revenue/Reimbursement Resulting from this Legislation: N/A

Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2014 Positions	2014 FTE	2015 Positions*	2015 FTE*
StratAdvsr2, Exempt (PER)	N/A	General Fund (00100)	FT	2	2.0	2	2.0
StratAdvsr2, Exempt (OCR)	N/A	General Fund (00100)	FT	1	1.0	1	1.0
TOTAL				3	3.0	3	3.0

Position Notes: N/A

Do positions sunset in the future? No

Spending/Cash Flow: N/A

Spending/Cash Flow Notes: N/A



Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
No.
- b) **What is the financial cost of not implementing the legislation?** There is no financial cost to not implementing this legislation.
- c) **Does this legislation affect any departments besides the originating department?**
Yes, new positions and necessary funding are added to the Personnel Department and Office of Civil Rights. Personnel Director Susan Coskey and Office of Civil Rights Director Patricia Lally are aware of this legislation.
- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives?** None.
- e) **Is a public hearing required for this legislation?** No.
- f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?** No.
- g) **Does this legislation affect a piece of property?** No.
- h) **Other Issues:** N/A

List attachments to the fiscal note below: N/A





City of Seattle
Edward B. Murray
Mayor

April 29, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Council Bill that lifts the proviso placed on the Finance General Gender Equity Reserves by the City Council in the 2014 Adopted Budget (Green Sheet #134-2-A-1). It adds two positions in the Personnel Department, adds one position in the Office for Civil Rights and transfers funding from the Gender Equity Reserve to fund these positions for the remainder of 2014. These positions will work to advance the recommendations of the Gender Equity Task Force. It also includes funding for Personnel to conduct a City-wide internal Gender & Race Equity Study and to develop a women's leadership program.

The Gender Equity Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council. This legislation will help reduce those disparities. Thank you for your consideration of this legislation. Should you have any questions, please contact Forrest Longman at 206-684-0331.

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



STATE OF WASHINGTON -- KING COUNTY

--SS.

312492
CITY OF SEATTLE, CLERKS OFFICE

No. 124482,483,484,485,486

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

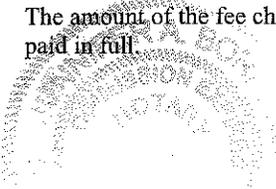
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT: TITLE ONLY ORDINANCE

was published on

06/19/14

The amount of the fee charged for the foregoing publication is the sum of \$97.18 which amount has been paid in full.



[Handwritten signature]

Subscribed and sworn to before me on
06/19/2014 *[Handwritten signature]*

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle Title Only Ordinances

The full text of the following legislation, passed by the City Council on May 27, 2014, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>.

Contact: Office of the City Clerk at (206) 684-8344.

ORDINANCE NO. 124482

AN ORDINANCE relating to the Waterfront Improvement Program; authorizing the Director of Transportation to acquire, accept, and record both temporary and permanent property rights from abutting property owners located along Alaskan Way and a new Elliott Way, as well as many east-west streets connecting with Alaskan Way and/or Elliott Way, between South King Street and Battery Street; necessary or convenient for the Waterfront Improvement Program, through negotiation or condemnation; placing the conveyed real property under the jurisdiction of the Seattle Department of Transportation and designating the property for transportation, utility, and general municipal purposes; authorizing payment of all other costs associated with acquisition; and ratifying and confirming prior acts.

ORDINANCE NO. 124483

AN ORDINANCE relating to the Seattle Center Department; authorizing execution of an agreement with Theatre Puget Sound to manage and operate space in the Seattle Center Armory for use by non-profit arts organizations and individual artists.

ORDINANCE NO. 124484

AN ORDINANCE related to Gender Equity; lifting a budget proviso imposed on Finance General's Reserves Budget Control Level in 2014 for Gender Wage Equity Project; changing appropriations to various departments and budget control levels in the Budget; adding new positions and amending Ordinance 124349, which adopted the 2014 budget; all by a two-thirds vote of the City Council.

ORDINANCE NO. 124485

AN ORDINANCE relating to City employment; providing salary increases effective January 1, 2014 for certain non-represented City employees and officers; and ratifying and confirming prior acts.

ORDINANCE NO. 124486

AN ORDINANCE relating to City employment; authorizing the execution of memoranda of understanding between the City of Seattle and members of the Coalition of City Unions; and ratifying and confirming prior acts.

Date of publication in the Seattle Daily Journal of Commerce, June 19, 2014.
6/19(312492)