

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
PER/SOCR/OPI	Mike Fong/615-1675	Jeanette Blankenship/615-0087

Legislation Title:

A RESOLUTION affirming the City of Seattle’s commitment to gender equity, and the implementation of comprehensive measures to achieve equity at the City of Seattle and throughout our community.

Summary of the Legislation: The resolution expresses appreciation to the Gender Equity in Pay Task Force, directs the Personnel Department and the Seattle Office for Civil Rights to pursue specific actions, launches a regional initiative to address gender disparities, and directs the Seattle City Council to advance gender pay equity work through additional steps.

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. This resolution responds to those findings to implement comprehensive measures to achieve equity.

This legislation does not have any financial implications.

This legislation has financial implications.

Appropriations:

Appropriations Notes: N/A

Revenue/Reimbursement Notes: N/A

Position Notes: N/A

Do positions sunset in the future? N/A

Other Implications:

- a) **Does the legislation have indirect financial implications, or long-term implications?**
The Gender Equity Resolution will be followed by legislation to lift the 2014 Adopted Budget proviso (Green Sheet 134-2-A-2) on \$1.4 million for the Gender Wage Equity Reserve. The funds will support the three new FTEs and consulting resources proposed in the resolution for the remainder of 2014, and in the 2015-2016 biennial budget.

- b) What is the financial cost of not implementing the legislation?**
The Resolution does not have a direct financial cost.
- c) Does this legislation affect any departments besides the originating department?**
The Resolution directly affects Personnel and the Seattle Office for Civil Rights. All other departments will be indirectly affected by efforts to improve gender wage equity.
- 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:** None.

List attachments to the fiscal note below: None.