

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