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CB 117322

Sara Levin
HSD Reorganization ORD
August 5, 2011
Version #4

ORDINANCE _____

AN ORDINANCE relating to a reorganization of the Human Services Department; amending Section 3.20.040 of the Seattle Municipal Code to restructure, rename and create various divisions in the Human Services Department.

WHEREAS, the Seattle Human Services Department's Strategic Plan, Healthy Communities, Healthy Families, was developed following comprehensive planning, with staff, community, provider and other stakeholder consultation, starting in November 2010; and

WHEREAS, the Human Services Department's Strategic Plan outlines guiding principles and goals that refocus the department to support seamless services, community partnerships, collaboration and data-driven policy making; and

WHEREAS, the Plan also calls for efficiency in contracting, transparent and community-driven funding processes and an integrative approach to services that is client-centered; and

WHEREAS, realignment of the Human Services Department's organizational structure was announced to staff, elected officials and community stakeholders in February 2011; and

WHEREAS the new organizational structure will position the department to better invest in and provide high quality, effective programs that are responsive to community needs; and

WHEREAS, an integrated approach recognizes that people in need of services face multiple issues such as domestic violence, poverty, health concerns, and homelessness; and

WHEREAS, the new organizational structure reflects a focus on client and community self-sufficiency, empowerment of youth and their families, preventing and ending transitional living faced by people without a safe home and serving older adults as well as those individuals living with a disability; and

WHEREAS, the former Domestic Violence and Sexual Assault Prevention division is now a part of the Community Support and Self Sufficiency division to ensure that domestic violence services are embedded across all of the Department's support for families and children; and

WHEREAS, new Budget Control Levels, appropriations, transfers of funds and positions related to the new organizational structure are made effective through the 2012 Adopted Budget legislation; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Effective January 1, 2012, Section 3.20.040 of the Seattle Municipal Code, last amended by Ordinance 122188, is amended as follows:

3.20.040 Divisions of the Department((~~.~~))

In implementation of the functions contemplated in Section 3.20.010, divisions to be known as Aging and Disability Services, ((~~Homelessness Intervention and Block Grant Administration, Early Learning and Family Support, Youth Development and Achievement, Domestic Violence and Sexual Assault Prevention,~~)) Community Support and Self-Sufficiency, Transitional Living and Support, Youth and Family Empowerment, and Leadership and Administration are established within the Human Services Department.

Section 2. Any reference to the Domestic Violence and Sexual Assault Prevention division in the Human Services Department now means the Domestic Violence and Sexual Assault Prevention program in the Community Support and Self-Sufficiency division of the Human Services Department.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the ____ day of _____, 2011, and signed by me in open session in authentication of its passage this _____ day of _____, 2011.

_____

President _____of the City Council

Approved by me this ____ day of _____, 2011.

_____

Michael McGinn, Mayor

Filed by me this ____ day of _____, 2011.

_____

Monica Martinez Simmons, City Clerk

(Seal)

Form revised: May 6, 2011

2012 BUDGET LEGISLATION FISCAL NOTE

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Human Services Department	Sara Levin, 684-8691	Steve Barham, 733-9084

Legislation Title: AN ORDINANCE relating to a reorganization of the Human Services Department; amending Section 3.20.040 of the Seattle Municipal Code to restructure, rename and create various divisions in the Human Services Department.

Summary of the Legislation: This legislation amends Chapter 3.20 of the Seattle Municipal Code to rename divisions in the Seattle Human Services Department (HSD). The new division names reflect a reorganization that was announced in February 2011. The new division names, Budget Control Levels, and realigned appropriations and position authority are reflected in the 2012 Adopted Budget.

Background: In November 2010, a team of more than 20 staff from across HSD launched development of a new department Strategic Plan: *Healthy Communities, Healthy Families*. A Public Health planning team, which included HSD staff as well as staff from Public Health-Seattle & King County and the King County Department of Community & Human Services, worked in conjunction with the HSD team to ensure that public health principles were part of the HSD plan.

The Plan was developed following comprehensive planning, which included extensive staff, community, provider and other stakeholder consultation, that extended into the summer of 2011. The Plan outlines guiding principles and goals that refocus HSD to support seamless services, community partnerships and collaboration and data-driven policy making. HSD's new approach promotes client-centered service delivery. In addition, the department is creating greater efficiency in contracting and transparent and community-driven funding processes.

Realignment of HSD's organizational structure includes new names for three divisions; this was announced to staff, elected officials and community stakeholders in February 2011. As HSD's current division names are codified in Seattle Municipal Code Chapter 3 Section 2, the Code needs to be amended to reflect the new division names. The three new divisions are:

- "Transitional Living and Support", which replaces Homelessness Intervention and Block Grant Administration
- "Youth and Family Empowerment" which represents the merger of the Early Learning and Family Support division and the Youth Development and Achievement division.
- "Community Support and Self-Sufficiency" is a new division which encompasses the former Domestic Violence and Sexual Assault Prevention division and parts of other programs including family support, the Mayor's Office for Senior Citizens and

citizenship programs for immigrants and refugees.

This legislation also notes that the former Domestic Violence and Sexual Assault Prevention division is now a part of the Community Support and Self-Sufficiency division to ensure that domestic violence services are embedded across all of the department's support for families and children.

Please check one of the following:

_X_ This legislation does not have any financial implications.

Other Implications:

a) Does the legislation have indirect financial implications, or long-term implications? Anticipated implications of the realignment are improved efficiencies and effectiveness with respect to service delivery, contractual investments, and client outcomes.

b) What is the financial cost of not implementing this legislation?
c) There is no direct financial cost to implementing this legislation. The realignment will be fully implemented in 2012; until that time HSD will be out of alignment with the Seattle Municipal Code, which currently reflects division names that do not correspond with the new divisions.

d) Does this legislation affect any departments besides the originating department? No

e) What are the possible alternatives to the legislation that could achieve the same or similar objectives? None

f) Is the legislation subject to public hearing requirements? No

g) Other Issues: None

Please list attachments to the fiscal note below: N/A

City of Seattle
Office of the Mayor

September 26, 2011

Honorable Richard Conlin
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Conlin:

I am pleased to transmit the attached proposed Council Bill for consideration with the 2012 Proposed Budget. This legislation amends the Seattle Municipal Code to reflect the new division names resulting from the reorganization of the Human Services Department (HSD). New Budget Control Levels are created in the 2012 Proposed Budget that correspond with the new divisions.

In November 2010, a team of more than 20 staff from across HSD launched development of a new department Strategic Plan: *Healthy Communities, Healthy Families*. The plan was developed following a comprehensive planning process which included staff as well as extensive consultation with the community, contract providers and other stakeholders throughout 2011. The Plan outlines guiding principles and goals that refocus HSD to support seamless services, community partnerships and collaboration and data-driven policy making. HSD is finalizing its strategic planning process so that the realignment can be implemented fully in 2012.

Realignment of HSD's organizational structure, including new division names, was announced to staff, and community stakeholders in February 2011. The draft Strategic Plan and new organizational charts were presented to City Council on February 9, 2011. As HSD's current division names are codified in Seattle Municipal Code Chapter 3 Section 2, the Code needs to be amended to reflect the new division names, as follows:

- "Transitional Living and Support" replaces Homelessness Intervention and Block Grant Administration.
- "Youth and Family Empowerment" represents the merger of the Early Learning and Family Support division and the Youth Development and Achievement division.
- "Community Support and Self-Sufficiency" is a new division which encompasses the former Domestic Violence and Sexual Assault Prevention division and parts of other programs including family support, the Mayor's Office for Senior Citizens and citizenship programs for immigrants and refugees.

Thank you for your consideration of this legislation. Should you have questions, please contact Dannette R. Smith, HSD Director, at 206-684-0263.

Sincerely,

Michael McGinn
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

Michael McGinn, Mayor
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