



<i>Tab</i>	<i>Action</i>	<i>Option</i>	<i>Version</i>
23	1	B	1

The 2019-2020 Proposed Budget provides \$563,598 GF in 2019 and \$561,905 GF in 2020 to fund operating and staffing costs for a new Office of Employee Ombud (OEO). Legislation to codify the OEO in the Seattle Municipal Code, C.B. 119374, has been transmitted by the Mayor and referred to the Housing, Health, Energy and Workers' Rights (HHEWR) committee who will hear the legislation in January 2019.

### **Background**

The establishment of an OEO is one of the top priorities recommended by the Anti-Harassment Interdepartmental Team (IDT) established in 2018 to respond to concerns about workplace culture throughout the City. The bill transmitted by the Mayor, C.B. 119374, outlines the appointment process for the OEO Director, OEO's mission, functions and purpose. The bill contemplates three main functions of an OEO:

- 1) to provide a place, independent of other City departments, where City employees can receive neutral, impartial information on their options for addressing allegations of workplace harassment, discrimination or other misconduct;
- 2) to facilitate discussions to address miscommunications that may have led to City workplace conflict; and
- 3) to report by March 31 annually to the Mayor and City Council on any issues that have a broad systemic impact including recommendations to change the City's Personnel Rules, investigation system, workplace expectations and other City processes and systems.

In December 2018, the Council intends to begin reviewing the OEO's proposed functions, staffing and resources proposed in C.B. 119374. The Council expects to take action on the proposed legislation in January 2019.

<i>Tab</i>	<i>Action</i>	<i>Option</i>	<i>Version</i>
23	1	B	1

**Budget Action Transactions**

**Budget Action Title:** Cut \$53,742 in 2019 GF from OEO and add a proviso

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Cut funding to reflect mid first-quarter hiring instead of full year position costs				OEO	Office of the Employee Ombud	PO-OM-V1OMB	00100	2019		(\$53,742)