

CITY OF SEATTLE

RESOLUTION _____

..title

A RESOLUTION superseding and replacing the language in Statement of Legislative Intent, 281-1-B-2, adopted in Resolution 31795.

..body

WHEREAS, every year the City Council (Council) reviews and approves the City of Seattle’s budget, including Statements of Legislative Intent (SLIs) which request the Executive to develop policies, strategies, programs, and information to assist future Council decisions; and

WHEREAS, every year the Council adopts these SLIs by resolution, and the 2018 SLIs were adopted by Resolution 31795; and

WHEREAS, subsequent to the adoption of Resolution 31795, Councilmember O’Brien, who sponsored SLI 281-1-B-2, and the Executive met and clarified the information that would be needed to compare the wages of employees who work for non-profit human service providers and City employees at the Human Services Department who are required to have comparable experience and skills and perform comparable job duties; and

WHEREAS, the Executive has agreed that the amended scope of work, as outlined below can be done within existing resources; NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE MAYOR CONCURRING, THAT:

Section 1. The Statement of Legislative Intent (SLI), 281-1-B-2, adopted in Resolution 31795 is superseded, and the scope of work and deliverables are adopted as follows:

Revised Statement of Legislative Intent 281-1-B-2:

1 This Statement of Legislative Intent (SLI) requests the Human Services Department
2 (HSD) to submit a report to the Chair of the Housing, Health, Energy, and Workers’
3 Rights Human Services, Equitable Development, and Renter Rights Committee and the
4 Council Central Staff Director by August 1, 2018 on workforce equity that includes
5 wages offered by non-profit human services providers and wages offered for comparable
6 jobs in the City of Seattle’s Human Services Department.

7
8 Non-profit human service providers have expressed concern that they cannot recruit or
9 retain employees due to the wages they are able to offer especially compared to other
10 employers, such as the City of Seattle. However, for the City to analyze the wage
11 differential, they need information on the wages in the non-profit sector where providers
12 have a recruitment and retention problem.

13
14 Therefore, Council requests HSD work with CM O’Brien’s office and non-profit
15 providers to:

- 16 1. Convene a stakeholder process where service providers can engage with the City on
17 issues related workforce equity; and
- 18 2. Provide a report to Council, by August 1, 2018 that:

19
20 a. Summarizes the scope and work of the stakeholder process; and

21 a.b. Identifies the positions non-profit providers have recruitment and retention issues
22 in, the salaries for those identified jobs, the qualifications/skills they require for
23 those jobs, the job duties and the caseloads each worker has; and

24 b.c. Identifies comparable jobs in HSD by job qualifications/skills, job duties and
25 identifies caseloads each worker has and the salary range for those jobs; and

1 e.d. Identifies how funding from other government sectors impacts wages and case
2 load numbers for comparable jobs in HSD; and

3 e.e. Identifies how other regional funders, such as the State of Washington, King
4 County and United Way, address wages in their funding requests and decisions.

5 Adopted by the City Council the _____ day of _____, 2018,
6 and signed by me in open session in authentication of its adoption this _____ day of
7 _____, 2018.

8 _____
9 President _____ of the City Council

10 The Mayor concurred the _____ day of _____, 2018.

11 _____
12 Jenny A. Durkan, Mayor

13 Filed by me this _____ day of _____, 2018.

14 _____
15 Monica Martinez Simmons, City Clerk

16 (Seal)