



# SEATTLE CITY COUNCIL

## Legislative Summary

Res 31817

<b>Record No.:</b> Res 31817	<b>Type:</b> Resolution (Res)	<b>Status:</b> Adopted
<b>Version:</b> 2	<b>Ord. no.:</b>	<b>In Control:</b> City Clerk
		<b>File Created:</b> 03/22/2018
		<b>Final Action:</b> 06/13/2018

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

	<u>Date</u>
<b>Notes:</b>	<b>Filed with City Clerk:</b> 6/13/2018
	<b>Mayor's Signature:</b> 6/13/2018
<b>Sponsors:</b> O'Brien	<b>Vetoed by Mayor:</b>
	<b>Veto Overridden:</b>
	<b>Veto Sustained:</b>

**Attachments:**

**Drafter:** patrick.wigren@seattle.gov

**Filing Requirements/Dept Action:**

**History of Legislative File**

**Legal Notice Published:**  Yes  No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Clerk	03/27/2018	sent for review	Council President's Office			
	<b>Action Text:</b> The Resolution (Res) was sent for review. to the Council President's Office						
	<b>Notes:</b>						
1	Council President's Office	04/11/2018	sent for review	City Council			
	<b>Action Text:</b> The Resolution (Res) was sent for review. to the Full Council						
	<b>Notes:</b>						
1	City Council	06/04/2018	referred	City Council			
1	City Council	06/04/2018	adopted as amended				Pass
	<b>Action Text:</b> The Motion carried, the Resolution (Res) was adopted as amended by the following vote, and the President signed Resolution:						
	<b>Notes:</b> <u>ACTION 1:</u>						

Motion was made and duly seconded to adopt Resolution 31817.

ACTION 2:

Motion was made by Councilmember O'Brien, duly seconded and carried, to amend Resolution 31817, by substituting version 2 for version 1b.

ACTION 3:

Motion was made and duly seconded to adopt Resolution 31817 as amended.

In Favor: 8 Councilmember Bagshaw, Councilmember González, Council President Harrell, Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember Mosqueda, Councilmember O'Brien

Opposed: 0

2	City Clerk	06/08/2018	submitted for Mayor's signature	Mayor
2	Mayor	06/13/2018	Signed	
2	Mayor	06/13/2018	returned	City Clerk
2	City Clerk	06/13/2018	attested by City Clerk	

**Action Text:** The Resolution (Res) was attested by City Clerk.

**Notes:**

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**CITY OF SEATTLE**

**RESOLUTION 31817**

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

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 Committee and the Council Central Staff Director by August 1, 2018 on  
4 workforce equity that includes wages offered by non-profit human services providers and  
5 wages offered for comparable jobs in the City of Seattle's Human Services Department.

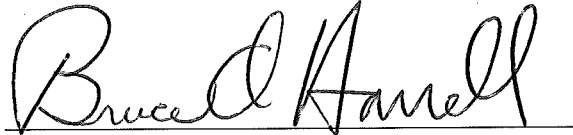
6  
7 Non-profit human service providers have expressed concern that they cannot recruit or  
8 retain employees due to the wages they are able to offer especially compared to other  
9 employers, such as the City of Seattle. However, for the City to analyze the wage  
10 differential, they need information on the wages in the non-profit sector where providers  
11 have a recruitment and retention problem.

12  
13 Therefore, Council requests HSD work with CM O'Brien's office and non-profit  
14 providers to:

- 15  
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 a. Summarizes the scope and work of the stakeholder process; and
  - 20 b. Identifies the positions non-profit providers have recruitment and retention issues  
21 in, the salaries for those identified jobs, the qualifications/skills they require for  
22 those jobs, the job duties and the caseloads each worker has; and
  - 23 c. Identifies comparable jobs in HSD by job qualifications/skills, job duties and  
24 identifies caseloads each worker has and the salary range for those jobs; and
  - 25 d. Identifies how funding from other government sectors impacts wages and case  
26 load numbers for comparable jobs in HSD; and

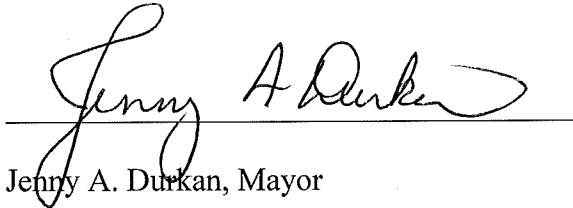
1 e. Identifies how other regional funders, such as the State of Washington, King County  
2 and United Way, address wages in their funding requests and decisions.

3 Adopted by the City Council the 4<sup>th</sup> day of June, 2018,  
4 and signed by me in open session in authentication of its adoption this 4<sup>th</sup> day of  
5 June, 2018.

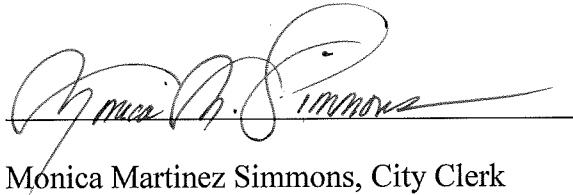
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7 President \_\_\_\_\_ of the City Council

8 The Mayor concurred the 13<sup>th</sup> day of June, 2018.

9   
10 Jenny A. Durkan, Mayor

11 Filed by me this 13<sup>th</sup> day of June, 2018.

12   
13 Monica Martinez Simmons, City Clerk

14 (Seal)