



Seattle City Council

Central Staff - Memorandum

Date: April 8, 2016
To: Gender Equity, Safe Communities & New Americans Committee
From: Patricia Lee, Central Staff
Subject: City of Seattle Gender Equity Work and Paid Parental Leave Benefit

Introduction

The City of San Francisco and New York State have adopted or are about to adopt new Paid Parental/Family Leave benefits. Over the next several months the Gender Equity, Safe Communities & New Americans (GESCNA) Committee will discuss the paid parental/family leave program proposed in Washington state and programs enacted in other jurisdictions.

At the July 13th GESCNA Committee meeting the Executive will present the Workforce Equity Strategic Action Plan (Plan). The Plan will specifically address the areas Council identified in Green Sheet 115-1-A-1, approved with adoption of the City's 2016 Budget, as potential ways to increase overall workforce equity: expanding the current paid parental leave benefit, elder relative care leave, alternative work arrangements, on-site child care and/or childcare subsidies, targeted recruitment, retention and training, internships and other established employer practices.

At the July 27th GESCNA Committee meeting the Executive will present a report on the City's experience with the four week paid parental leave benefit which began May 17, 2015. This report and reporting date was part of the ordinance enacting the paid parental leave benefit, and the Executive has been tracking employee usage of the benefit since its inception.

As a preface to the upcoming discussions, this memo provides a summary of recent work, funding and staffing the City has done on Gender Equity and development of the current four week paid parental leave benefit for city employees.

The City of Seattle's Work on Gender Equity and Paid Parental Leave

2013

- In 2013, the City convened the City of Seattle Gender Equity in Pay Task Force (Task Force) to examine disparities in pay at the City of Seattle and look at the causes and manifestations of gender wage disparity across City Departments. The Task Force's report, "*Gender Equity in Pay at the City of Seattle*" recommended the City analyze its jobs and employment practices and consider ways to increase gender equity in compensation, in policies and benefits supporting family friendly workplaces, and in leadership development.

2014

- In Resolution 31524 the City affirmed its commitment to gender and racial equity, in particular the intersections of race and gender, and requested Seattle Department of Human Resource (SDHR) and the Office for Civil Rights (OCR) to lead the City's efforts on gender equity.
- The 2014 City budget included \$1.4 m for gender equity work and placed a proviso on the funding. Ord. 124484 lifted the proviso and provided funding and positions to SDHR and OCR for this work. Details of the funding follow this chronology.
- Gender and Race Pay Equity Study. The SDHR contracted with a consultant to conduct a gender and race pay equity study.
- Paid Parental Leave study. SDHR contracted with a consultant to review the City's existing parental leave policies and devise potential options to implement a paid parental leave program in the city. The study also examined what other public and private jurisdictions provide.
- Recruitment. SDHR has been working on community outreach and development through its Workforce Development Program – creating pipelines of opportunities with external partners and academic institutions. In general, recruitments have included increased focus on diverse talent pools, with a process in place to hire a recruiter in SDHR specifically focused on outreach to traditionally marginalized and less represented populations.
- Training. SDHR hired a Gender Equity Training Facilitator to develop training and strategies to address gender equity in the workplace. SDHR and OCR worked together to develop strategies and ways to incorporate gender and racial bias awareness into new employee and supervisor training.
- Partnership. SDHR and OCR continued their partnership to incorporate Gender and Workforce Equity efforts into Race and Social Justice Initiative (RSJI) approach and agenda.

2015

- Gender and Race Pay Equity Study completed, including recommendations
- Mayor issued Executive Order 2015-02 detailing strategies City will implement; Council passed Resolution 31588 in support of the Executive Order
- SDHR completed the Paid Parental Leave study
- 2015 City Budget included \$250,000 in 2015 and \$500,000 in 2016 for potential paid parental leave benefit
- Paid Parental Leave Benefit established effective May 17, 2015.
- City Leadership Academy developed
- OCR contributed \$10,000 of existing funding to a citywide gender pay initiative, known as the 100% Talent Initiative, to address wage gaps with both gender and racial equity lenses.
- Workforce Equity IDT created to begin to address recommendations detailed in Executive Order

- Workforce Equity Division created in SDHR reporting directly to Department Director to lead internal equity efforts combining SDHR's positions focused on the Workforce Development, Career Quest, and Supported Employment Programs and targeted training and development and recruiting; Director position funded with redirection of SDHR funds

2016

- City Leadership Academy launched
- 2016 City Budget included \$78,000 to complete the Workforce Equity Strategic Action Plan
- 2016 City Budget included \$25,000 for work related to the 100% Talent Initiative
- 2016 City Budget included \$10,000 to begin study of a universal parental and family leave insurance program.
- 2016 City Budget included \$115,000 to evaluate the feasibility of a Civic Center Childcare Center.
- City Budget Office hired a labor economist who will assist with data analysis.
- July 2016 – report due to Council on City's experience with the Paid Parental Leave Benefit and the City's Workforce Equity Strategic Action Plan

Funding

Ordinance 124484 provided \$1.4 for Gender Wage Equity Funding that has funded staff and work in 2014, 2015 and 2016. Table 1 identifies how that funding has been used.

Table 1. \$1.4 million for Gender Wage Equity Funding in 2014, 2015, 2016

Staffing/Consultant	2014	2015	2016
SDHR Staffing	Budgeted: 1 FTE – SA2-Gender Equity Recruiter (\$68,863 – partial year)	Budgeted: 1 FTE – SA2-Gender Equity Recruiter (\$138,000)	Budgeted: 1 FTE – SA2-Gender Equity Recruiter (\$138,000)
	1 FTE – SA2-Gender Equity Leadership Development Facilitator (\$68,863 – partial year)	1 FTE – SA2-Gender Equity Leadership Development Facilitator (\$138,000)	1 FTE – SA2-Gender Equity Leadership Development Facilitator (\$138,000)

Staffing/Consultant	2014	2015	2016
OCR Staffing	Budgeted: 1 FTE – SA2 – Gender Equity Strategist (\$68,863 – partial year)	Budgeted: 1 FTE – SA2 – Gender Equity Strategist (\$138,000)	Budgeted: 1 FTE – SA2 – Gender Equity Strategist (\$138,000)
Consultant on employment data	Budgeted: \$150,000 (SDHR)		
Consultant on Paid Parental Leave study	Budgeted: \$100,000 (SDHR)		
Consultant on Leadership Training		Budgeted: \$50,000 (SDHR)	Budgeted: \$50,000 (SDHR)
Yearly Spending	Budgeted: \$456,589	Budgeted: \$464,000	Budgeted: \$464,000
Cumulative Spending	Budgeted: \$456,589	Budgeted: \$920,589	Budgeted: \$1,384,589

The Council added \$228,000 in the 2016 City Budget for Gender Equity Work. Table 2 identifies these funding amounts.

Table 2: 2016 Council Budget Adds for Gender Wage Equity Work

Staffing/Consultant	2014	2015	2016
Consultant on Workforce Equity Strategic Action Plan			Budgeted: \$78,000 (SDHR)
Consultant on Civic Center Childcare Center			Budgeted: \$115,000 (FAS)
Consultant on universal parental and family leave insurance program			Budgeted: \$10,000 (Leg)

100% Talent - Citywide Gender Pay Initiative		Budgeted: \$10,000 (OCR)	Budgeted: \$25,000 (OCR)
Yearly Spending	\$0	Budgeted: \$10,000	Budgeted: \$228,000
Cumulative Spending	\$0	Budgeted: \$10,000	Budgeted: \$238,000