2019 - 2020 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version
23	1	Α	1

Budget Action Title: Proviso \$563,598 in 2019 and \$561,905 in 2020 for OEO

Ongoing: No

Has CIP Amendment: No Has Budget Proviso: Yes

Primary Sponsor: Mosqueda, Teresa

Councilmembers: González; Herbold

Staff Analyst: Patricia Lee; Asha Venkataraman

Council Bill or Resolution:

Date	Total	ВС	SB	TM	LG	ВН	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Budget Action description:

This green sheet would impose the following budget provisos:

"None of the money appropriated in the 2019 budget for the Office of Employee Ombud may be spent until the City Council passes an ordinance approving the establishment of an Office of Employee Ombud."

and

"None of the money appropriated in the 2020 budget for the Office of Employee Ombud may be spent until the City Council passes an ordinance approving the establishment of an Office of Employee Ombud."

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 ordinance transmitted by the Mayor, C.B. 119374, outlines the appointment process

Tab	Action	Option	Version
23	1	Α	1

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.

Council intends to review the proposed functions, staffing and resources proposed for the OEO when it considers action on the proposed legislation, C.B. 119374, in January 2019.