

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Mayor's Office	Adrienne Thompson/ext 50753 Patricia Lee 6-0078 Asha Venkataraman 45382	Jessica Wang/ext 51759

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to the organization of City government; creating an Office of the Employee Ombud; and adding Sections 3.41. 010, 020, 030, 040 et. seq. to the Seattle Municipal Code.

- 1. Summary and background of the Legislation:** The City formed an Anti-Harassment Interdepartmental Team (AH IDT) in 2018 to review the City of Seattle's current practices of responding to and preventing workplace discrimination and harassment and recommend strategies to provide a safe and respectful work environment, free of intimidation, where everyone can do their best work.

This legislation creates a new Office of the Employee Ombud(OEO). The OEO will be in the Executive Branch but shall be free of undue influence by elected officials or other reporting authorities. The OEO will:

- assist City employees in all branches of government in understanding and assessing options and resources for addressing concerns about or claims of workplace conduct that may be inappropriate; a violation of the City's Personnel Rules, city policies, or workplace expectations or constitute harassment, discrimination or retaliation.
- provide analyses and recommendations on policy and rule changes needed to address departmental or system -wide inefficiencies and in-person training to prevent workplace discrimination and harassment in City employment.
- Facilitate discussions to break down miscommunication or to address actions that may be inappropriate and/or contravene the City's Personnel Rules, City policies or workplace expectations.

The OEO shall provide an Implementation Plan to the Mayor and Council by the end of the second quarter of 2019 and an Annual Report by March 31 of each year. Both reports will be provided concurrently to the Mayor and Council. In developing the Plan and Reports the OEO shall consult with the AH IDT, or subsequent oversight body, pertinent labor organizations and key stakeholders. The Mayor and Council shall provide a written response within 120 days of the report.

The OEO Director shall be appointed by the Mayor and confirmed by Council. The Director may be removed by the Mayor upon filing a statement of reasons therefore with the City Council.

2. CAPITAL IMPROVEMENT PROGRAM

- a. Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

- a. Does this legislation amend the Adopted Budget? Yes No
The Office of the Employee Ombud will be staffed by 3.0 FTEs. The appropriation and position changes to support this are included in the 2019-2020 Proposed Budget.
- b. Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?
No.
- c. Is there financial cost or other impacts of *not* implementing the legislation?
No.

4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?
No.
- b. Is a public hearing required for this legislation?
No.
- c. Does this legislation require landlords or sellers of real property to provide information regarding the property to a buyer or tenant?
No.
- d. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?
No.
- e. Does this legislation affect a piece of property?
No.
- f. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?
This legislation supports RSJI principles by providing a new resource for employees to access information that is independent of the Seattle Department of Human Resources and departments' leadership and human resources. This legislation helps ensure

vulnerable and historically disadvantaged employee receive fair, objective guidance, and improve the fairness and effectiveness of the City's workplace expectations and misconduct systems.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).

The Citywide Race & Social Justice Initiative (RSJI) Employee Survey collects feedback on employee experiences. The 2018 RSJI Employee Survey serves as a baseline for measuring the impact on the City's workforce over time. This year's survey found that 34% of employees experienced or observed harassment or discrimination in the workplace and 80% of employees who experienced gender-based incidents of harassments in the workplace did not seek help. The survey also found that 29% of women of color experienced and observed different treatment due to race or ethnicity, and at least 37% of white women experienced different treatment due to their gender. Finally, the survey found that 32% of women of color do not believe the City's current practices consistently demonstrate support for a workplace free to harassment.

Future results from the RSJI Employee Survey will determine whether the Office of the Employee Ombud has helped to reduce observed or experienced harassment and discrimination. The Office of the Employee Ombud will also provide an annual report on training, trends and significant systemic issues related to City workplace conduct policy that should be considered by the Mayor and the City Council.

List attachments/exhibits below: