

Seattle City Council Select Budget Committee
Councilmember Budget Proposals | Tuesday, October 28, 2025

Seattle Department of Human Resources (SDHR)

Number	Title	Sponsor	Packet Page
SDHR-001S-A-1	Request that SDHR report on new programs for City employees subject to layoff	Strauss	2

2026 STATEMENT OF LEGISLATIVE INTENT

V1

SDHR-001S-A

Request that SDHR report on new programs for City employees subject to layoff

SPONSORS

Dan Strauss, Joy Hollingsworth, Robert Kettle

CENTRAL STAFF SUMMARY

The Council requests that the Seattle Department of Human Resources (SDHR) report on actions taken to enhance and implement programs and rule changes in 2026 that are supportive of City employees subject to layoff. These offerings should support employees to continue their service with the City in new roles or help them to secure employment elsewhere.

Given the programs SDHR currently administers, the Council requests a report on actions taken to benefit workers subject to layoff, such as:

- Extending the Project Hire job referral program for civil service employees from 12 months to 24 months after layoff, while making the program availability transparent and eligibility automatic. At the same time, explore the removal of the prohibition of the referral of jobs that would be a promotion (if the employee passes the appropriate qualifications audit).
- Reinstating paid safe and sick leave time if laid off staff are rehired within 24 months, rather than the current 12-month period.
- Allowing for laid off or otherwise terminated staff to compete for 'internal hiring processes' for 24 months after separation from the City.
- Ensuring that information for workers explaining current SDHR programs and non-City offerings supporting workers to find new jobs are posted on SDHR's external website. As well, boosting the accessibility and visibility of SDHR's Inweb pertaining to the same information. Increasing the visibility and notice of layoff programs and career transition resources on both internal and external pages. Please include information regarding how staff can learn new skills (e.g. LinkedIn Learning available through Seattle Public Library and King County Library), about successful job search tools, and other opportunities available to workers.

This Statement of Legislative Intent (SLI) requests SDHR to further develop and enhance programs for City employees subject to layoff in 2025 and early in 2026, and:

- (1) Submit a report to Council containing a timeline, recommended changes, and implementation plan by April 10, 2026, and
- (2) Submit a report to Council on actions taken to implement the recommended changes including accompanying policies or legislation, as appropriate by June 1, 2026.

Responsible Council Committee(s): Governance, Accountability, & Economic Development

DUE DATE: April 10, 2026

2026 STATEMENT OF LEGISLATIVE INTENT