

2018 Seattle City Council Statement of Legislative Intent

Ready for Notebook

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Budget Action Title: SDHR Scope of Class/Compensation Review for Gender Race Bias

Ongoing: No

Primary Sponsor: Harris-Talley, Kirsten

Councilmembers: Bagshaw; O'Brien

Staff Analyst: Patricia Lee

| Date | | Total | SB | KH | LG | BH | LH | RJ | DJ | MO | KS |
|------|---------|-------|----|----|----|----|----|----|----|----|----|
| | Yes | | | | | | | | | | |
| | No | | | | | | | | | | |
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Statement of Legislative Intent:

Statement of Legislative Intent: This Statement of Legislative Intent (SLI) requests that the Seattle Department of Human Resources (SDHR) work with a consultant to scope a comprehensive review of the City’s Classification/Compensation (Class/Comp) system for race and gender bias. The City’s Class/Comp system is the way the City categorizes its bodies of work and related compensation. City employees have a specific job title, or classification, which specifies their job duties, and their actual and potential compensation is determined by their job classification.

The City has over 1,400 job classifications. Therefore, this SLI requests development of a scope of what would be needed to undertake this review. The consultant will be funded by up to \$100,000 GSF from the Legislative Department’s consultant budget. The Seattle Department of Human Resources (SDHR), after input from Council, will hire the consultant and manage the contract. All City Departments are requested to participate in this effort and to provide staff time and resources to support this effort.

A review of these classifications is a multi-year project that would require improvements in our data system. That work is currently underway through a partnership between SDHR and the Department of Information Technology. The review of classifications should also align with the City’s work to ensure City-wide HR services are delivered in an aligned, consistent and equitable manner. The consolidation of all City-wide central and departmental HR staff and funding into one Seattle Human Resources department will be completed by January 1, 2019.

The scope should include:

1. The steps needed to complete a comprehensive review of the City's Class/Comp system to determine if the Class/Comp system reflects a race and/or gender bias. The review should include whether there is a duplication of similar work under different job classifications and potential pay differentials among employees in the same or similar job classification.
2. A schedule and timeline to conduct this review.
3. What data capability would be needed to conduct this review.
4. Recommended action steps to address any findings of potential or actual bias. The cost to conduct the review, separated by phases or segments of work where possible.
5. The cost to conduct this review, broken into phases or segments where applicable.
6. How this review aligns with the City's Workforce Equity HR consolidation efforts and efforts to promote greater workplace equity.

Background.

In 2013, then-Mayor McGinn convened: "the City of Seattle's Gender Equity in Pay Task Force (Taskforce) to examine disparities in pay at the City of Seattle and take a deeper look at the causes and manifestations of gender disparity across departments. With the understanding that the elimination of inequity within our work force is not limited to pay, the Task Force generated a comprehensive set of recommendations to the City of Seattle that aims to address the City's gender pay gap and the root causes of gender inequity."

Many of the recommendations made by the Gender Equity Task Force have been advanced. The City hired the DCI consulting group who analyzed many factors affecting compensation such as, starting pay, pay in discretionary pay titles, and premium pay. As a result of that study, the Mayor issued an Executive Order outlining steps the City would take including the development and implementation of a Citywide Workforce Equity (WFE) Strategic Plan.

The WFE Strategic Plan (the Plan) was created in 2016 as the City's first comprehensive review of what strategic and investment strategies could be adopted to promote greater equity for all City employees. The Plan defines workforce equity as being "when the workforce is inclusive of people of color and other marginalized or under-represented groups at a rate representative of the greater Seattle area at all levels of City employment; where institutional and structural barriers impacting employee attraction, selection, participation and retention have been eliminated, enabling opportunity for employment success and career growth."

This definition of workforce equity, with its reference to equal representation at "all levels of City employment," envisions a City government in which women and people of color are represented in all positions in City government.

Neither the DCI Report nor the Plan assessed or addressed the hundreds of job classifications in the City that provide the framework for compensation or the Compensation/Classification system itself. Nor did these reports analyze the gender or race of employees in similar job classifications throughout the City and whether the compensation data indicated potential disparity based on race and gender. The review of the City's Class/Comp system requested in this SLI will help inform the City's work on race and gender wage equity.

The review will allow for a future comparison of the historical patterns and practices of how race and gender manifests in and across departments. For example, the review will allow a comparison of (a) pay for job

classifications historically done by cisgender, white, males who occupy positions in departments like the Department of Finance and Administrative Services, Department of Construction and Inspections, Seattle Information Technology, and Seattle Public Utilities to (b) the classifications historically held by cisgender females who occupy positions in departments like the Human Services Department, Department of Education and Early Learning, Department of Neighborhoods, and the Seattle Department of Human Resources.

Responsible Council Committee(s): Gender Equity, Safe Communities and New Americans Committee

Date Due to Council: December 2018