

2018 Seattle City Council Statement of Legislative Intent

Ready for Notebook

Tab	Action	Option	Version
281	1	B	2

Budget Action Title: Report by HSD and SDHR on disparities between internal and contracted human service provider wages

Ongoing: No

Primary Sponsor: O'Brien, Mike

Councilmembers: Bagshaw; Harris-Talley; Johnson; Sawant

Staff Analyst: Asha Venkataraman

Date		Total	SB	KH	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Statement of Legislative Intent:

This Statement of Legislative Intent (SLI) directs the Human Services Department (HSD) and the Seattle Department of Human Resources (SDHR) to submit to the Chair of the Human Services and Public Health Committee and the Council Central Staff Director by August 1, 2018, a report regarding wage disparities. HSD should work with SDHR to find the data necessary to inform a report regarding how HSD's Requests for Proposal (RFP) will address disparities in wages between two sets of workers: (1) direct human services providers internal to HSD and (2) direct human service providers funded by social service contracts administered by HSD. The Council anticipates that HSD will request whatever information necessary from providers to complete the report.

In addition to explaining how the RFP process will address wage disparities, the report should include:

- The entire wage data set for each type of worker;
- A comparison of the average, median, and mode wages for each type of worker, including:
 - How the average, median, and mode wages for each type of worker compare to the current market rates for human service providers;
 - How the average, median, and mode wages for each type of worker compare to the standard used to qualify for the City's utility Discount program (70 percent of the state's median income);
- Where there are wage differences between types of workers, a description of the numbers of individuals served in each type of worker's caseload and the types of populations reflected in that caseload; and

- For programs receiving Federal, State, or County funding in addition to City funding, a comparison of the contracted wages funded by each source, including differences in hourly rates and benefits provided, and which types of government funding include inflation increases.

Responsible Council Committee(s): Human Services and Public Health Committee

Date Due to Council: August 1, 2018