

# 2022 Seattle City Council Budget Action

Council Budget Action: Agenda

Tab	Action	Option	Version
HSD	002	B	001

**Budget Action Title:** Add \$600,000 GF to HSD for a comparable worth analysis of human services jobs

Ongoing: No Has Budget Proviso: No

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Lisa Herbold

Council Members: Kshama Sawant, Debora Juarez, Andrew Lewis, Teresa Mosqueda, Lorena González

Staff Analyst: Karina Bull

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

## Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$600,000	
<b>Net Balance Effect</b>	<b>\$(600,000)</b>	
<b>Total Budget Balance Effect</b>	<b>\$(600,000)</b>	

## Budget Action Description:

This Council Budget Action (CBA) would add \$600,000 to the Human Services Department (HSD) for a study analyzing the comparable worth of human services jobs as compared to jobs in different fields, especially those in the private sector, that require similar skills, education, and difficulty. The funds would support project management staff, consultant(s), and other expenses for a study that would serve as a benchmark for compensating human service providers with fair wages that equitably align with the value of their work and contribution to the well-being of all community members.

When human service providers are paid well below the market rate for jobs with similar worth or value, it becomes increasingly hard for such workers to live in our communities and stay in human services jobs. This contributes to high turnover rates that in turn disrupt the relationships between providers and participants that are essential for successful outcomes. Equitable pay helps to maintain a stable workforce and stronger services for our communities.

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King County is currently conducting a wage and benefits survey of human service providers for jobs funded by the Veteran's, Seniors, and Human Services Levy. The King County survey is not as comprehensive as the study that would be funded by this CBA; the King County survey focuses on industry pay norms rather than a comparable worth analysis. The proposed study would consider the core functions and requirements of human services jobs, including the level of authority and responsibility, required training, autonomy, environment, difficulty, working conditions, hours, and would determine a value for those elements across sectors.

## Budget Action Transactions

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$600,000 for a comparable worth analysis of human service jobs		0	0	HSD - HS000	HSD - BO-HS-H5000 - Leadership and Administration	00100 - General Fund	2022	\$0	\$600,000