

BILL SUMMARY & FISCAL NOTE

Department:	Contact Person/Phone:	Executive Contact/Phone:
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1. BILL SUMMARY

Legislation Title: A RESOLUTION supporting Executive Order 2015-02: Workforce Equity Initiative, which addresses gender and race/ethnic wage equity for City employees; and requesting the development of metrics and reporting processes to track the achievement of objectives listed in the Executive Order.

Summary and background of the Legislation:

City Council provided funding in 2014 for positions in the Seattle Department of Human Resources (SDHR) and Seattle Office for Civil Rights (SOCR) to analyze data on both a citywide basis and at the department level to identify potential sources of gender inequality pertaining to a range of employment issues. This work built on the work of the Gender Equity in Pay Taskforce and an earlier study by SDHR. The consultant firm DCI Consulting Group (DCI) was hired to conduct this analysis and a utilization analysis of City employees. While DCI found there was not a pattern or practice of discriminatory compensation or employment by the City in regards to gender or race there were disparities resulting from occupational distribution by gender and race/ethnicity. DCI suggested areas for further research and analysis, such as how part-time and premium pay job assignments are made, the process for step exceptions, and ways the City can strengthen recruitment of women and ethnic minorities into high-paying jobs in high-paying departments. In April 2015, the Mayor issued an Executive Order outlining a series of actions Executive Department will undertake to achieve gender and race/ethnic wage equity throughout the City workforce.

This Resolution supports the work outlined in the Executive Order. To determine the effectiveness of these efforts, the Council requests the Executive to develop metrics to measure the City's progress in strengthening gender and race/ethnic wage equity.

3. SUMMARY OF FINANCIAL IMPLICATIONS

Please check one:

This legislation has direct financial implications. (If the legislation has direct fiscal impacts (appropriations, revenue, positions), fill out the relevant sections below. If the financial implications are indirect or longer-term, describe them in narrative in the "Other Implications" section.)

This legislation does not have direct financial implications.
(Please skip to "Other Implications" section at the end of the document and answer questions a-i.)

4. OTHER IMPLICATIONS

- a) **Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**

This legislation supports the Executive Order and requests the development of metrics and a report back to the Council. These actions do not have a financial impact. There may be future financial impacts depending on how the Executive proceeds on implementing the Executive Order.

- b) **Is there financial cost or other impacts of not implementing the legislation?** Not from this Resolution.

- c) **Does this legislation affect any departments besides the originating department?** The resolution requests metrics and an annual report which all city departments may contribute to.

- d) **Is a public hearing required for this legislation?** No

- e) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?** No

- f) **Does this legislation affect a piece of property?**

No

- g) **Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**

In April 2015 the Mayor issued an Executive Order outlining a series of actions Executive Department will undertake to achieve gender and race/ethnic wage equity throughout the city workforce. This Resolution supports the work outlined in the Executive Order.

- h) **If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.**

- i) **Other Issues:** N/A

List attachments below: None