

2016 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version
38	1	A	1

Budget Action Title: Add \$50,000 GSF in 2016 to OCR for employment bias testing.

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Burgess; Harrell; Licata

Staff Analyst: Patricia Lee

Council Bill or Resolution:

Date		Total	SB	BH	JO	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2015 Increase (Decrease)	2016 Increase (Decrease)
General Subfund		
General Subfund Revenues	\$0	\$0
General Subfund Expenditures	\$0	<u>\$50,000</u>
Net Balance Effect	\$0	(\$50,000)
Total Budget Balance Effect	\$0	(\$50,000)

Budget Action description:

This green sheet would add \$50,000 gsf in 2016 to the Office for Civil Rights for employment bias testing.

OCR is designing and developing a testing program on employment bias. Similar to the Fair Housing Audits OCR conducts, the employment testing will seek to determine if employment opportunities are influenced by a person’s perceived race, accent, sexual orientation or other protected characteristics. Seattle University is

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38	1	A	1

providing non-monetary support. The Civil Rights Legal Clinic and Korematsu Research Center at Seattle University Law School is providing assistance to OCR. In addition, law students will assist in the legal research, writing, testing and evaluation.

The total cost of the program is anticipated to be approximately \$100,000. OCR is using \$50,000 of savings from their 2015 base budget that resulted from underspend in some administrative categories and vacancy savings. This one time appropriation of \$50,000 will provide sufficient funding for the project to be completed.

<i>Tab</i>	<i>Action</i>	<i>Option</i>	<i>Version</i>
38	1	A	1

Budget Action Transactions

Budget Action Title: Add \$50,000 GSF in 2016 to OCR for employment bias testing.

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$50,000 GSF to OCR for employment bias testing				OCR	Civil Rights	X1R00	00100	2016		\$50,000