

SUMMARY and FISCAL NOTE*

Department: SOCCR/ LEG	Contact Person/Phone: Bailey Bauhs/686-9010	Executive Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: A RESOLUTION re-affirming the City’s commitment to gender pay equity, expressing the City’s intent to join 100% Talent, a regional Gender Pay Equity Initiative, as a founding member and to help implement the Initiative as a means to strengthen gender pay equity in Seattle and the region.

Summary and background of the Legislation: The resolution reaffirms the City’s commitment to gender pay equity and expresses the City’s intent to join 100% Talent, a regional Gender Pay Equity Initiative, as a founding member, and to help implement the Initiative as a means to strengthen gender pay equity in Seattle and the region.

2. CAPITAL IMPROVEMENT PROGRAM

This legislation creates, funds, or amends a CIP Project.
 (If box is checked, please attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill. Please include the spending plan as part of the attached CIP Page.)

Project Name:	Project I.D.:	Project Location:	Start Date:	End Date:	Total Cost:

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.)

Budget program(s) affected:				
Estimated \$ Appropriation change:	General Fund \$		Other \$	
	2015	2016	2015	2016

Estimated \$ Revenue change:	Revenue to General Fund		Revenue to Other Funds	
	2015	2016	2015	2016
Positions affected:	No. of Positions		Total FTE Change	
	2015	2016	2015	2016
Other departments affected:				

3.a. Appropriations

This legislation adds, changes, or deletes appropriations.
 (If this box is checked, please complete this section. If this box is not checked, please proceed to Revenues)

Fund Name and number	Dept	Budget Control Level Name/#*	2015 Appropriation Change	2016 Estimated Appropriation Change
TOTAL				

*See budget book to obtain the appropriate Budget Control Level for your department.
 (This table should reflect appropriations that are a direct result of this legislation. In the event that the project/programs associated with this ordinance had, or will have, appropriations in other legislation please provide details in the Appropriation Notes section below. If the appropriation is not complete supported by revenue/reimbursements listed below, please identify the funding source (e.g. available fund balance) to cover this appropriation in the notes section. Also indicate if the legislation changes appropriations one-time, ongoing, or both.)

Appropriations Notes:

3.b. Revenues/Reimbursements

This legislation adds, changes, or deletes revenues or reimbursements.
 (If this box is checked, please complete this section. If this box is not checked, please proceed to Positions)

Anticipated Revenue/Reimbursement Resulting from this Legislation:

Fund Name and Number	Dept	Revenue Source	2015 Revenue	2016 Estimated Revenue
TOTAL				

(This table should reflect revenues/reimbursements that are a direct result of this legislation. In the event that the issues/projects associated with this ordinance/resolution have revenues or reimbursements that were, or will be, received because of previous or future legislation or budget actions, please provide details in the Notes section below. Do the revenue sources have match requirements? If so, what are they?)

Revenue/Reimbursement Notes:

3.c. Positions

 This legislation adds, changes, or deletes positions.
 (If this box is checked, please complete this section. If this box is not checked, please proceed to Other Implications)

Total Regular Positions Created, Modified, or Abrogated through this Legislation, Including FTE Impact:

Position # for Existing Positions	Position Title & Department*	Fund Name & #	Program & BCL	PT/FT	2015 Positions	2015 FTE	Does it sunset? (If yes, explain below in Position Notes)
TOTAL							

* List each position separately

(This table should only reflect the actual number of positions created by this legislation. In the event that positions have been, or will be, created as a result of previous or future legislation or budget actions, please provide details in the Notes section below.)

Position Notes:

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?

It is anticipated that the 2016 City Adopted Budget will include \$25,000 to the Office of Civil Rights to support Citywide gender wage equity work, consistent with Resolution 31523. 100% Talent could be eligible for this funding and for future funding.

b) Is there financial cost or other impacts of not implementing the legislation?

The Resolution does not have a direct financial cost, however, gender wage inequity has regional economic impacts that, in 2013 resulted in a \$4.9 billion wage deficit in the Seattle area.

c) Does this legislation affect any departments besides the originating department?

The Resolution directly affects the Office of Civil Rights.

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?

100% Talent works to voluntarily bring gender wage equity efforts to the private sector. Gender wage inequity is a known social inequity that affects women and even more so, women of color. The sharing of best practices and engagement on gender wage equity, as well as regional leadership on the issue is in line with the City's Race and Social Justice Initiative.

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.

In resolution 31523 the City of Seattle committed to gender pay equity and to a City-wide initiative. The 100% Talent Initiative aims to have 500 companies sign on to a voluntary gender pay equity compact within the next five years. The compact signifies commitment to end gender pay inequity in the region. Each company chooses three of the thirty-three recommended gender pay equity best practices to implement and report back to the 100% Talent community. As a founding member of the compact, the City of Seattle will be able to track progress and best practices on gender pay equity through this private-sector led initiative and fulfill the commitment in resolution 31523.

i) Other Issues:

List attachments/exhibits below: