

**Councilmembers Bagshaw, Burgess, Godden, Okamoto and Rasmussen
Amendments to page 5 of Attachment A to Council Bill 118552:**

Fund	Appropriating Department	BCLRS Code	BCL Name	BCL Purpose	2016 Appropriation
General Subfund	Seattle Department of Human Resources	00100-N3000	Director's Office	The purpose of the Director's Office Budget Control Level is to establish Citywide personnel rules and provide human resources support and offer strategic consultative assistance to City entities. This Budget Control Level also manages Citywide initiatives such as the Human Resource Strategic Plan and Workforce Equity.	2,156,462 2,234,462

This amendment makes an additional \$78,000 of General Fund available to the Director's Office BCL of the Seattle Department of Human Resources. The associated green sheet, 155-1-A-1, imposes the following proviso which will be filed in Clerk's File 314334 and become part of the adopted budget:

Of the appropriation in the 2016 budget for the Seattle Department of Human Resources' Director's Office BCL, \$150,000 is appropriated solely for completion of a Workforce Equity Strategic Plan and may be spent for no other purpose.

Green sheet 155-1-A-1 follows for your reference.

Furthermore, the City Council in April 2015 recognized the importance of workforce equity by adopting Ordinance 124753 which created the legal structure for a paid parental leave benefit should one be negotiated with City unions; a benefit of providing an additional four weeks of paid parental leave was subsequently negotiated and is currently available to all City of Seattle employees.

Now, to inform future budget and collective bargaining discussions, the City Council requests that SDHR accelerate completion of a Workforce Equity Strategic Plan by no later than July 1, 2016. The Strategic Plan should include specific recommendations to improve workforce equity and an implementation budget and timeline.

In addition to potentially expanding the current paid parental leave benefit, other potential strategies and programs that might further the City's goals of greater workforce equity include: elder relative care leave; alternative work arrangements including telecommuting; on-site child care and/or childcare subsidies; targeted recruitment, retention and training; internships or similar programs that help create smoother transition opportunities into City employment; and other established employer practices focused on increasing and enhancing overall workforce equity. The Council requests that SDHR present the completed Strategic Plan to Council in conjunction with the first-year report called for in Ordinance 124573 on utilization of the PPL benefit (the first-year report is also requested by July 1, 2016).

Budget Action Transactions

Budget Action Title: Appropriate \$78,000 GF for SDHR to complete a Workforce Equity Strategic Plan and impose a proviso

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Increase appropriation for a Workforce Equity Strategic Plan				SDHR	Director's Office	N3000	00100	2016		\$78,000