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C.B. 119120 addresses the need to insulate the RET from undue influence and it revises the code to provide the next SOCR Director confirmed by Council with just cause removal protections and a limited term. The bill also requires that the future Mayor consult with SOCR staff and the SOCR commissions about appointment and removal.

Having a department director subject to for-cause rather than at-will removal is not unprecedented, as directors such as the Superintendent of Parks and Recreation and the Director of the Department of Human Resources are also subject to for-cause protection. Additionally, this change is intended to affect the SOCR Director in the short-term. Given Council's intent to consider legislation regarding the permanent structure and design of SOCR, the term, removal provisions, or even existence of a director position may change in 2018.

Amendment

Councilmember Herbold proposes two amendments to C.B. 119120 as introduced:

(1) Adding recital language indicating Council's intent to create protections against retaliation for any person consulting on the appointment or removal of the SOCR Director and anyone participating in the RET (Page 3):

WHEREAS, the City Council is currently considering provisions protecting persons exercising their rights in proposed Section 3.14.910 of the Seattle Municipal Code from retaliation, working with other City departments and commissions to determine the appropriate entity to enforce such anti-retaliation provisions, and intends to propose an amendment within 60 days of passage of the ordinance introduced as Council Bill 119120 creating such anti-retaliation provisions and enforcement of those provisions;

(2) Modify the Director's obligation to conduct an RET to include partnering with a consultant, in proposed section 3.14.910.D.11 (Page 7):

Partner with a consultant to ~~((C))~~conduct an RET analysis and provide recommendations of the RET to the City Council to define and determine the permanent structure, leadership appointment or designation, and duties and responsibilities of the Office for Civil Rights. The City Council shall strongly consider legislation implementing the recommendations of the RET.