### 2019 - 2020 Seattle City Council Green Sheet

### **Ready for Notebook**

Tab	Action	Option	Version									
23	1	В	1									
Budget Action Title: Cut \$53,742 in 2019 GF from OEO and add a proviso												
Ongoing:		No	Νο									
Has CIP Amendment:			No Has Budget Proviso: Yes									
Primary Sponsor:			Mosqueda, Teresa									
Councilmembers:			González; Herbold									
Staff Anal	yst:	Pa	Patricia Lee; Asha Venkataraman									

Council Bill or Resolution:

Date	Total	BC	SB	ТМ	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

#### **Summary of Dollar Effect**

See the following pages for detailed technical information

	2019 Increase (Decrease)	2020 Increase (Decrease)
General Subfund		
General Subfund Revenues	\$0	\$0
General Subfund Expenditures	<u>(\$53,742)</u>	<u>\$0</u>
Net Balance Effect	\$53,742	\$0
Total Budget Balance Effect	\$53,742	\$0

#### Budget Action description:

This green sheet would cut \$53,742 GF from the Office of the Employee Ombud (OEO) in 2019 to allow hiring half-way through the first quarter and impose the following budget proviso:

"None of the money appropriated in the 2019 budget for the Office of Employee Ombud may be spent to hire staff, set up administrative functions, or establish the office until the City Council passes an ordinance approving the establishment of an Office of Employee Ombud; however, this spending restriction shall not apply to the initial administrative tasks of identifying a physical office space, beginning the recruitment for the Director, or assessing the equipment needed for a new office."

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The 2019-2020 Proposed Budget provides \$563,598 GF in 2019 and \$561,905 GF in 2020 to fund operating and staffing costs for a new Office of Employee Ombud (OEO). Legislation to codify the OEO in the Seattle Municipal Code, C.B. 119374, has been transmitted by the Mayor and referred to the Housing, Health, Energy and Workers' Rights (HHEWR) committee who will hear the legislation in January 2019.

# **Background**

The establishment of an OEO is one of the top priorities recommended by the Anti-Harassment Interdepartmental Team (IDT) established in 2018 to respond to concerns about workplace culture throughout the City. The bill transmitted by the Mayor, C.B. 119374, outlines the appointment process for the OEO Director, OEO's mission, functions and purpose. The bill contemplates three main functions of an OEO:

- 1) to provide a place, independent of other City departments, where City employees can receive neutral, impartial information on their options for addressing allegations of workplace harassment, discrimination or other misconduct;
- 2) to facilitate discussions to address miscommunications that may have led to City workplace conflict; and
- 3) to report by March 31 annually to the Mayor and City Council on any issues that have a broad systemic impact including recommendations to change the City's Personnel Rules, investigation system, workplace expectations and other City processes and systems.

In December 2018, the Council intends to begin reviewing the OEO's proposed functions, staffing and resources proposed in C.B. 119374. The Council expects to take action on the proposed legislation in January 2019.

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## **Budget Action Transactions**

# Budget Action Title: Cut \$53,742 in 2019 GF from OEO and add a proviso

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Cut funding to reflect mid				OEO	Office of the	PO-OM-	00100	2019		(\$53,742)
	first-quarter hiring instead					Employee Ombud	V10MB				
	of full year position costs										