SEATTLE CITY COUNCIL

Legislative Summary

Res 31588

Record No.: Res 31588 **Type:** Resolution (Res) **Status:** Adopted

Version: 1 **In Control:** City Clerk

File Created: 05/19/2015

Final Action: 07/17/2015

Title: A RESOLUTION supporting Executive Order 2015-02: Workforce Equity Initiative, which addresses gender and race/ethnic wage equity for City employees; and requesting the development of metrics and reporting processes to track the achievement of objectives listed in the Executive Order.

	Date
Notes:	
Filed with City Clerk:	7/17/2015
Mayor's Signature:	7/17/2015
Sponsors: Godden	
Vetoed by Mayor:	
Veto Overridden:	
Veto Sustained:	

Attachments: Att A: Executive Order 2015-02: Workforce Equity Initiative

Drafter: patrick.wigren@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published: ☐ Yes ☐ No

Version:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Clerk	05/20/2015	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office **Notes:**						
1	Council President's Office	05/20/2015	sent for review	Parks, Seattle Center, Libraries, and Gender Pay Equity Committee			
	Action Text: The Council Bill (CB) was sent for review. to the Parks, Seattle Center, Libraries, and Gender Pay Equity Committee **Notes:**						
1	Full Council	05/26/2015	referred	Parks, Seattle Center, Libraries, and Gender Pay Equity Committee			
	Action Text: The Resolution (Res) was referred. to the Parks, Seattle Center, Libraries, and Gender Pay Equity Committee						

Notes:

1	Parks, Seattle Center, Libraries, and Gender Pay Equity Committee	07/07/2015	adopt	Pass

Action Text: The Committee recommends that Full Council adopt the Resolution (Res).

In Favor: 3 Chair Godden, Vice Chair Harrell, Member Rasmussen

Opposed: 0

1	Full Council	07/13/2015	adopted	Pass

Action Text: The Resolution (Res) was adopted by the following vote and the President signed the Resolution:

In Favor: 9 Councilmember Bagshaw, Council President Burgess, Councilmember Godden, Councilmember Harrell, Councilmember Licata, Councilmember O'Brien, Councilmember Okamoto, Councilmember Rasmussen, Councilmember Sawant

Opposed: 0

1	City Clerk	07/14/2015	submitted for Mayor's signature	Mayor

Action Text: The Resolution (Res) was submitted for Mayor's signature. to the Mayor

Notes:

1	Mayor	07/17/2015	Signed

Action Text: The Resolution (Res) was Signed.

Notes:

1	Mayor	07/17/2015	returned	City Clerk

Action Text: The Resolution (Res) was returned. to the City Clerk

Notes:

1	City Clerk	07/17/2015	attested by City Clerk

Action Text: The Resolution (Res) was attested by City Clerk.

Notes:

CITY OF SEATTLE

RESOLUTION 31588

A RESOLUTION supporting Executive Order 2015-02: Workforce Equity Initiative, which addresses gender and race/ethnic wage equity for City employees; and requesting the development of metrics and reporting processes to track the achievement of objectives listed in the Executive Order.

WHEREAS, in May 2014, Resolution 31523 affirmed The City of Seattle's (City) commitment to gender equity and the implementation of comprehensive measures to achieve equity at the City and throughout our community; and

WHEREAS, a report by the 2013 National Partnership for Women and Families found that the Seattle metropolitan area had the largest pay gap in the nation with women earning 73 cents for every dollar men earned; and

WHEREAS, in 2013 the Gender Equity in Pay Taskforce (Taskforce) was convened to examine pay disparities and examine the causes of gender wage disparity at the City; and

WHEREAS, the Seattle Department of Human Resources (SDHR), formerly the Personnel Department, did an initial review of city wages and found that women working for the City earn 90.5 cents for every dollar a man earns with that number dropping when race is analyzed along with gender; and

WHEREAS, the Taskforce recommended and the City agreed that a deeper analysis of citywide race and gender wage data was needed; and

WHEREAS, the City Council provided funding in 2014 for positions in SDHR and the Seattle Office for Civil Rights (SOCR) to analyze data on both a citywide basis and at the

department level to identify potential sources of gender inequality pertaining to a range of employment issues; and

WHEREAS, the SDHR and SOCR hired staff to address gender equity issues; and

WHEREAS, the SDHR hired DCI Consulting Group (DCI), an independent consulting firm, to conduct a deeper analysis and complete a workforce pay equity and utilization analysis of City employees; and

WHEREAS, the analysis by DCI was to determine whether in City employment: 1) there are differences in salary by gender and race/ethnicity, after controlling for experience, occupation, and time on the job, 2) there are differences in higher-paid vs. lower-paid occupations by gender and race/ethnicity, 3) there are differences in starting salaries by gender and race/ethnicity, and 4) employment, hiring, and promotion rates for women and ethnic minorities are at, below, or exceeding these populations' proportional representation within the available labor pool in the Seattle Metropolitan Area; and

WHEREAS, DCI's overall conclusions were that: 1) the city is paying similarly-situated employees at similar rates regardless of gender or race/ethnicity, 2) the City is recruiting, hiring, and employing women and minorities at levels generally above their availability in the Seattle Metropolitan Area labor pool, and 3) observed salary differences between males and females and between whites and minorities are likely a result of differences in occupational distribution by gender and race/ethnicity rather than discriminatory City policies and practices; and

WHEREAS, as a result of this occupational distribution, there are disparities in the number of women and minorities in higher paying jobs and departments; and

WHEREAS, the City is committed to equity in its human resources policies and practices through a variety of strategies including workforce development programs, targeted employee training and development offerings, efforts to align human resources practices, and the development of a community Gender Justice Project; and

WHEREAS, in April 2015, the Mayor issued an Executive Order outlining a series of actions executive departments will undertake, under the leadership of SDHR and SOCR, to expand the scope and reach of the City's efforts toward achieving wage equity; and

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE MAYOR CONCURRING, THAT:

Section 1. The City Council supports the Executive's actions and strategies outlined in Executive Order 2015-02: Workforce Equity Initiative, attached as Attachment A to this Resolution, and requests the Executive develop metrics to measure the City's progress in implementing these actions and strategies and their effectiveness in strengthening gender and race/ethnic wage equity for City of Seattle employees. An annual report should be submitted to the City Council's Chair of the Parks, Seattle Center, Libraries and Gender Pay Equity, or the successor committee with oversight of Gender Pay Equity, beginning July 1, 2016.

Adopted by the City Council the 13th day of July, 2015, and signed by me in open session in authentication of its adoption this 13th day of July, 2015.

President _____ of the City Council

The Mayor concurred the 17th day of July, 2015.

Edward B. Murray, Mayor

Filed by me this 17th day of July, 2015.

Monica Martinez Simmons, City Clerk

(Seal)

Attachment A: Executive Order 2015-02: Workforce Equity Initiative

Office of the Mayor
City of Seattle
Edward B. Murray, Mayor

Executive Order 2015-02: Workforce Equity Initiative

An Executive Order affirming this Administration's continued commitment to achieving workforce equity in the City of Seattle and throughout our community and the establishment of an action plan that supports these efforts.

WHEREAS, striving to achieve Citywide workforce equity is a core priority of this Administration and the Seattle City Council; and

WHEREAS, DCI Consulting Group, an independent consultant, authored a 2015 report (hereinafter "DCI report") that found there were no indications of systemic gender or race/ethnicity discrimination by the City in its compensation, hiring, or promotion practices; and

WHEREAS, this same report nevertheless documented that gender- and race-based disparities continue to persist in City of Seattle employment, affirming the Gender Equity in Pay Task Force conclusions released in 2014; and

WHEREAS, even though the City's pay and hiring practices meet, and in some cases, exceed regional and national averages, we hold ourselves to a higher standard as a public employer in a progressive city; and

WHEREAS, the City has historically and will continue to address issues of race, gender and other workforce and community inequities, through programs and resources such the Race and Social Justice Initiative ("RSJI"), the City Workforce Equity Planning and Advisory Committee ("WEPAC"), and many departmental and citywide affinity groups; and

WHEREAS, the Mayor's Office and the Seattle City Council passed a joint resolution in April 2014 that directed the Seattle Department of Human Resources ("SDHR") and Seattle Office for Civil Rights ("SOCR") to lead City departments and offices to further study, identify and begin to address potential policies and practices that may relate or lead to potential pay or other disparities related to gender, race, sexual orientation or identity; and

WHEREAS, specific actions have been taken over the past year to address or resolve potential workforce inequities through Citywide collaboration and coordination, including the creation of a

Citywide Paid Parental Leave policy, enhanced workforce development programs, targeted employee training and development offerings, efforts to align human resources practices and the development of a community Gender Justice Project;

WHEREAS, Seattle Municipal Code 3.14.900 establishes SOCR's authority to provide Citywide leadership and guidance in the areas of civil rights and equal opportunity;

WHEREAS, Seattle Municipal Code 4.04.040 establishes the authority of the Director of the SDHR to take all actions related to personnel policies, practices and processes contemplated in this Executive Order;

NOW, THEREFORE, I, EDWARD B. MURRAY, Mayor of Seattle, hereby affirm the City's commitment to Workforce Equity, and do order the following actions to expand the scope and reach of the City's efforts to date toward achieving equity:

1. The Mayor's Office shall sponsor and SOCR and SDHR shall lead, an Interdepartmental Team ("IDT") that is formed with Police Department ("SPD"), Seattle City Light ("SCL"), and the Seattle Fire Department ("SFD") and Seattle Public Utilities ("SPU")to:
    a. Review all specific examples of disparity set forth in the DCI report and determine root causes and potential solutions, including but not limited to the specific positions called out for potential pay disparity, examples of job underutilization, and premium pay and step-exception determinations.
    b. Assess how employees are assigned to full- and part-time jobs Citywide to understand if jobs held by women are more likely to be budgeted as part-time at the outset or if part-time is determined largely by request.
    c. Assess why two job classifications – Strategic Advisor 1 and IT Professional C – show an unexplained pay gap between Caucasians and people of color and provide recommendations to address their findings.
    d. Specifically review policies, practices, and potential cultural barriers at the SPD, SCL and SFP that may create potential workforce disparities and propose strategies to address

those gaps, including ensuring that all selection procedures and requirements have been properly validated and have no unintended disparate impacts.

e. Utilize SPD, SCL and SFD as models, to create and propose Citywide strategies for enhanced best practices and aspirational goals around recruitment and retention of women, people of color and underrepresented populations.

f. In coordination with the activities of the Citywide Human Resources Leadership Group ("HRLG"):

   i. Work with departments to create consolidated and aligned HR policies, processes, and practices that impact the City's ability to maintain consistent and equitable treatment of employees Citywide, such as recruitment and hiring, performance management, promotions, out-of-class assignments, part-time assignments, compensation determinations, discipline determinations, and employee development.

   ii. Evaluate existing City resources, such as apprenticeships, externships, internships, and youth employment programs to expand and better utilize programs to increase opportunities for women and people of color.

   iii. Develop a consistent Citywide exit interview and employee engagement process that is centrally tracked and shows reasons why employees stay or leave City employment.

   iv. Identify effective and innovative best practices to attract and retain women and people of color, including continued analysis of data collection policies relating to sexual orientation, and gender identity, including transgender or gender non-conforming people;

   v. Ensure that all actions taken in support of this Executive Order are viewed

through the lens of the City's RSJI toolkit and that Citywide groups such as WEPAC and designated affinity groups are appropriately engaged.

2. SDHR, in conjunction with SOCR where appropriate, will:
    a. Work with City employees and Affinity Groups, to continue to create and implement training and leadership development programs for underrepresented populations.
    b. Implement the Citywide Paid Parental Leave policy and take steps to more effectively communicate and support employees' understanding and utilization of City leave policies on an ongoing basis.
    c. Support continued and ongoing analytics of Citywide data and outcomes.
    d. Support continued transparency in government, including determining the methodology and technology to publish City Employee salaries by position and department;
    e. Engage our City Labor partners, as needed, to implement the results of this Executive Order.
3. SOCR, in conjunction with SDHR where appropriate, will:
    a. Continue the development of the comprehensive Gender Justice Project, with a focus on policy, programs, training, and services centered on those who have been the most impacted in order to achieve stronger outcomes for all. This includes emphasis on the needs of women of color, young women of color, and transgender and gender non-conforming people.
    b. Develop a Gender Justice web portal that would promote Citywide programs in support of women and working families, and serve both as a gateway to access these services and to catalyze collective action to address opportunity gaps and achieve equity goals.
    c. Support the Mayor's Office's engagement with Council and community stakeholders on

the advancement of gender equity initiatives across the region.

4. Departments will take all actions and devote all resources necessary to support the direction, spirit, and mandates of this Executive Order, including the work of SOCR, SDHR, and the IDT to analyze and develop strategies to address potential workforce inequity and align employee-related policies, practices, and processes Citywide.

Inquiries regarding this Executive Order should be directed to Susan Coskey, Director of SDHR at (206) 615-1622 or Patricia Lally, Director of SOCR at (206) 233-7882

Dated this 31st day of March, 2015

Edward B. Murray
Mayor, City of Seattle

STATE OF WASHINGTON -- KING COUNTY

--ss.

326942

No. 31600,31595,31588

CITY OF SEATTLE,CLERKS OFFICE

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:TITLE ONLY RESOLUTION

was published on

07/31/15

The amount of the fee charged for the foregoing publication is the sum of $69.75 which amount has been paid in full.

JENNIFER A BONNERO
COMMISSION EXPIRES
NOTARY
10-24-19
STATE OF WASHINGTON

Subscribed and sworn to before me on

07/31/2015

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle

Title Only Resolutions

The full text of the following legislation, passed by the City Council on July 13, 2015, and published below by title only, will be mailed upon request, or can be accessed at http://clerk.seattle.gov. For information on upcoming meetings of the Seattle City Council, please visit http://www.seattle.gov/council/calendar.

Contact: Office of the City Clerk at (206) 684-8344.

Resolution 31600

A RESOLUTION concerning a voter-proposed Initiative Measure that concerns public participation in government, including publicly-financed election campaigns, regulating campaign donations and regulating lobbying activities; authorizing the City Clerk and the Executive Director of the Ethics and Elections Commission to take those actions necessary to enable the proposed Initiative to appear on the November 3, 2015 ballot and the local voters' pamphlet; requesting the King County Elections' Director to place the proposed City Charter amendment on the November 3, 2015 election ballot; and providing for the publication of such proposed amendment.

Resolution 31595

A RESOLUTION concerning the creation of enforcement priorities for city departments regarding non-state-licensed marijuana establishments.

Resolution 31588

A RESOLUTION supporting Executive Order 2015-02: Workforce Equity Initiative, which addresses gender and race/ethnic wage equity for City employees; and requesting the development of metrics and reporting processes to track the achievement of objectives listed in the Executive Order.

Date of publication in the Seattle Daily Journal of Commerce, July 31, 2015.

7/31(326942)