

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO 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: AN ORDINANCE relating to City employment, to be known as the 2022 Pay Zone Ordinance; adjusting the pay zone structures for the City’s discretionary pay programs for 2022; and ratifying and confirming certain prior acts.

Summary and background of the Legislation: This legislation proposes the adjustments to the pay structures for various discretionary pay programs for 2022 including the Accountability Pay Executives Program (APEX), Manager and Strategic Advisor Compensation Programs, the Investments/Debt Director Compensation Program, the Electric Utility Executive Compensation Program (EUE), the Legislative Department’s Broadbands, the Hearing Examiner’s Pay Band, the Mayoral Staff Assistant Discretionary Pay Program, the Assistant City Attorney Compensation Program, the Seattle Police Chief Compensation Program, Fire Chief Compensation Program (pending legislation), the Seattle City Light General Manager and Chief Executive Officer Compensation Program, Magistrate Compensation Program, Seattle Public Utilities (SPU) General Manager and Chief Executive Officer, and Chief Technology Officer.

Various pay programs, collectively known as discretionary pay programs, provide for annual or biennial review of the salary structures in order to remain competitive in the labor market. These adjustments do not automatically create additional costs.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes **X** No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes **X** No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority.

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

N/A

4. OTHER IMPLICATIONS

- a. Does this legislation affect any departments besides the originating department?**
This legislation provides adjustments to the pay structures for the various discretionary pay programs. The discretionary pay programs include positions across all city departments.
- b. Is a public hearing required for this legislation?**
No
- c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No
- d. Does this legislation affect a piece of property?**
No
- e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?**
No
- f. Climate Change Implications**
- 1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?**
No
 - 2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**
No
- g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).**
No

List attachments/exhibits below: None