



SEATTLE CITY COUNCIL

Legislative Summary

CB 119713

Record No.: CB 119713

Type: Ordinance (Ord)

Status: Passed

Version: 2

Ord. no: Ord 126009

In Control: City Clerk

File Created: 10/14/2019

Final Action: 12/13/2019

Title: AN ORDINANCE relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for 2019 and 2020 for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Bagshaw

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Uploaded By: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

Yes

No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	11/19/2019	Mayor's leg transmitted to Council	City Clerk			
1	City Clerk	11/19/2019	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office						
1	Council President's Office	11/25/2019	sent for review	City Council			
	Action Text: The Council Bill (CB) was sent for review. to the City Council						
1	City Council	12/02/2019	referred	City Council			
1	City Council	12/09/2019	passed as amended				Pass
	Action Text: The Motion carried, the Council Bill (CB) was passed as amended by the following vote, and the President signed the Bill:						
	Notes: <i>Councilmember Sawant entered the Council Chamber at 4:03 p.m.</i>						

ACTION 1:

Motion was made and duly seconded to pass Council Bill 119713.

ACTION 2:

Motion was made by Councilmember Bagshaw and duly seconded, to amend Council 119713, by amending the table in Section 5, by adding a new Legislative Title of Strategic Advisor-Legislative, to the list of titles in the Legislative Department, and renumbering any remaining sections or internal references accordingly, as shown in the underlined table below:

Strategic Advisor-Legislative \$38.06 - \$68.11 \$39.58 - \$70.83 \$41.01 -
\$73.38

ACTION 3:

Motion was made and duly seconded to pass Council Bill 119713 as amended.

In Favor: 8 Councilmember Bagshaw, Councilmember González , Council
President Harrell, Councilmember Herbold, Councilmember Juarez,
Councilmember O'Brien, Member Pedersen, Councilmember Sawant

Opposed: 0

2	City Clerk	12/13/2019	submitted for Mayor's signature	Mayor
2	Mayor	12/13/2019	Signed	
2	Mayor	12/13/2019	returned	City Clerk
2	City Clerk	12/13/2019	attested by City Clerk	

Action Text: The Ordinance (Ord) was attested by City Clerk.

CITY OF SEATTLE
ORDINANCE 126009
COUNCIL BILL 119713

AN ORDINANCE relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for 2019 and 2020 for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

WHEREAS, the Accountability Pay for Executives Program (APEX) is set forth in Seattle Municipal Code Section 4.20.380, which provides for adjustments to the pay zones based on a biennial labor market analysis of selected benchmark titles as recommended by the Seattle Human Resources Director; and

WHEREAS, the Manager and Strategic Advisor Compensation Program is set forth in Seattle Municipal Code Section 4.20.390, which provides for adjustments to the pay zones based on a biennial labor market analysis of selected benchmark titles as recommended by the Seattle Human Resources Director; and

WHEREAS, the Electric Utility Executive Compensation Program is set forth in Seattle Municipal Code Section 4.20.401, which provides for adjustments to the pay zones at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, the Investments/Debt Director Compensation Program is set forth in Seattle Municipal Code 4.20.450, which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, and Ordinance 120819 provide that the Seattle Human Resources Director shall act on behalf of the Legislative Department's appointing authority to recommend all future adjustments to pay bands in the Legislative Department Broadbands; and

1 WHEREAS, Ordinance 121787 established the Mayoral Staff Assistant Discretionary Pay
2 Program and provides for future adjustments to the pay zones to be consistent with cost
3 of living adjustments awarded to non-represented City Step Pay Program titles; and

4 WHEREAS, the Assistant City Attorney Compensation Program was established by Ordinance
5 122007, which provides for adjustments to the pay band at least every two years as
6 recommended by the Seattle Human Resources Director; and

7 WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance
8 124510, which provides for adjustments to the pay band at least every two years as
9 recommended by the Seattle Human Resources Director for approval by the City
10 Council; and

11 WHEREAS, the City Light General Manager and Chief Executive Officer Compensation
12 Program was established by Ordinance 121176 and Ordinance 124507, which together
13 provide for adjustments to the pay band at least every two years as recommended by the
14 Seattle Human Resources Director; and

15 WHEREAS, the Magistrate Compensation Program was established by Ordinance 124586,
16 which provides for adjustments to the pay band at least every two years as recommended
17 by the Seattle Human Resources Director; and

18 WHEREAS, the Seattle Public Utilities General Manager and Chief Executive Officer
19 Compensation Program was established by Ordinance 125164, which provides for
20 adjustments to the pay band at least every two years as recommended by the Seattle
21 Human Resources Director;

1 WHEREAS, the Power Marketer Compensation Program was established by Ordinance 119351,
2 which provides for adjustments to the pay band at least every two years as recommended
3 by the Seattle Human Resources Director; NOW, THEREFORE,

4 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

5 Section 1. Adjusting the pay zones in the Accountability Pay for Executives (APEX)
6 Compensation Program. As recommended by the Seattle Human Resources Director, the pay
7 zones in the APEX Compensation Program will be adjusted as shown below. The rates for 2019
8 shall be effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>APEX Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Executive 1	\$41.52 - \$68.52	\$43.18 - \$71.26	\$44.74 - \$73.83
Executive 2	\$49.07 - \$80.95	\$51.03 - \$84.19	\$52.87 - \$87.22
Executive 3	\$57.92 - \$95.59	\$60.24 - \$99.41	\$62.41 - \$102.99
Executive 4	\$68.34 - \$112.76	\$71.07 - \$117.27	\$73.63 - \$121.49

9 Section 2. Adjusting the pay zones in the Manager Compensation Program and the
10 Strategic Advisor Compensation Program. As recommended by the Seattle Human Resources
11 Director, the pay zones in the Manager Compensation Program and the Strategic Advisor
12 Compensation Program will be adjusted as shown below. The adjustments to each pay zone
13 shall encompass all occupational groups which constitute the class series. The rates for 2019
14 shall be effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Manager Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Manager 1 (all classes)	\$38.06 - \$57.09	\$39.58 - \$59.37	\$41.01 - \$61.51
Manager 2 (all classes)	\$41.50 - \$62.27	\$43.16 - \$64.76	\$44.71 - \$67.09
Manager 3 (all classes)	\$45.41 - \$68.11	\$47.23 - \$70.83	\$48.93 - \$73.38

15

1

2

<u>Strategic Advisor Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Strategic Advisor 1 (all classes)	\$38.06 - \$57.09	\$39.58 - \$59.37	\$41.01 - \$61.51
Strategic Advisor 2 (all classes)	\$41.50 - \$62.27	\$43.16 - \$64.76	\$44.71 - \$67.09
Strategic Advisor 3 (all classes)	\$45.41 - \$68.11	\$47.23 - \$70.83	\$48.93 - \$73.38

3

4

5

6

7

Section 3. Adjusting the pay band in the Investments/Debt Director Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the following titles shall be adjusted as shown below. The rates for 2019 shall be effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Investments/Debt Director Titles</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
Investments/Debt Director	\$45.85 - \$91.67	\$47.68 - \$95.34	\$49.40 - \$98.77
Assistant Investments/ Debt Director	\$45.85 - \$91.67	\$47.68 - \$95.34	\$49.40 - \$98.77

8

9

10

11

12

Section 4. Adjusting the pay zones in the Electric Utility Executive (EUE) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in the EUE Compensation Program shall be adjusted as shown below. The rates for 2019 shall be effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>EUE Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Electric Utility Executive 1	\$49.91 - \$79.84	\$51.91 - \$83.03	\$53.78 - \$86.02

<u>EUE Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Electric Utility Executive 2	\$57.38 - \$91.80	\$59.68 - \$95.47	\$61.82 - \$98.91
Electric Utility Executive 3, Director	\$74.82 - \$119.72	\$77.81 - \$124.51	\$80.61 - \$128.99
Electric Utility Executive 3, Officer	\$85.58 - \$136.93	\$89.00 - \$142.41	\$92.21 - \$147.53

1 Section 5. Adjusting the pay bands in the Legislative Department and associated titles in
2 the City Auditor's Office. As recommended by the Seattle Human Resources Director, the pay
3 bands for the following titles shall be adjusted as shown below. The rates for 2019 shall be
4 effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Legislative Titles</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
Executive Manager-Legislative	\$41.52 - \$112.76	\$43.18 - \$117.27	\$44.74 - \$121.49
Executive Manager-City Auditor	\$41.52 - \$112.76	\$43.18 - \$117.27	\$44.74 - \$121.49
Hearing Examiner	\$49.07 - \$112.76	\$51.03 - \$117.27	\$52.87 - \$121.49
Hearing Examiner, Deputy	\$49.07 - \$112.76	\$51.03 - \$117.27	\$52.87 - \$121.49
Legislative Assistant	\$16.76 - \$57.77	\$17.43 - \$60.08	\$18.06 - \$62.24
Strategic Advisor-Audit	\$38.06 - \$68.11	\$39.58 - \$70.83	\$41.01 - \$73.38
Strategic Advisor-Legislative	\$38.06 - \$68.11	\$39.58 - \$70.83	\$41.01 - \$73.38

5
6 Section 6. Adjusting the pay zones in the Executive Department - Mayor's Office. As
7 recommended by the Seattle Human Resources Director, the pay zones for the following titles
8 shall be adjusted consistent with cost of living adjustments awarded to non-represented City Step
9 Pay Program titles. The rates for 2019 shall be effective December 26, 2018. The rates for 2020
10 shall be effective December 25, 2019.

<u>Mayoral Staff Assistant Titles</u>	<u>2018 Pay Zone Rates</u>	<u>2019 Pay Zone Rates</u>	<u>2020 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$16.79 - \$32.84	\$17.46 - \$34.15	\$18.09 - \$35.38
Mayoral Staff Assistant 2	\$28.88 - \$57.77	\$30.04 - \$60.08	\$31.12 - \$62.24

1 Section 7. Adjusting the pay band in the Assistant City Attorney Compensation Program.
2 As recommended by the Seattle Human Resources Director, the pay band for the Assistant City
3 Attorney Compensation Program shall be adjusted as shown below. The rates for 2019 shall be
4 effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Assistant City Attorney Title</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
City Attorney, Assistant	\$33.58 - \$80.60	\$34.92 - \$83.82	\$36.18 - \$86.84

5
6 Section 8. Adjusting the pay band in the Seattle Police Chief Compensation Program.
7 As recommended by the Seattle Human Resources Director, the pay band for the City Light
8 Superintendent Compensation Program shall be as shown below. The rates for 2019 shall be
9 effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Seattle Police Chief</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
Seattle Police Chief	\$82.32 - \$131.71	\$85.61 - \$136.98	\$88.69 - \$141.91

10
11 Section 9. Adjusting the pay band in the City Light General Manager and Chief
12 Executive Officer Compensation Program. As recommended by the Seattle Human Resources
13 Director, the pay band for the City Light General Manager and Chief Executive Officer
14 Compensation Program shall be as shown below. The rates for 2019 shall be effective December
15 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>City Light GM/CEO</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
City Light GM/CEO	\$119.53 - \$191.27	\$124.31 - \$198.92	\$128.79 - \$206.08

1

2 Section 10. Adjusting the pay band in the Magistrate Compensation Program. As
3 recommended by the Seattle Human Resources Director, the pay band for the Magistrate
4 Compensation Program shall be as shown below. The rates for 2019 shall be effective December
5 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>Magistrate</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
Magistrate	\$43.40 - \$65.11	\$45.14 - \$67.71	\$46.76 - \$70.15

6

7 Section 11. Adjusting the pay band in the Seattle Public Utilities General Manager and
8 Chief Executive Officer Compensation Program. As recommended by the Seattle Human
9 Resources Director, the pay band for the Seattle Public Utilities General Manager and Chief
10 Executive Officer Compensation Program shall be as shown below. The rates for 2019 shall be
11 effective December 26, 2018. The rates for 2020 shall be effective December 25, 2019.

<u>SPU GM/CEO</u>	<u>2018 Pay Band Rates</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
SPU GM/CEO	\$100.20 - \$160.33	\$104.21 - \$166.74	\$107.96 - \$172.75

12

13 Section 12. Adjusting the pay band in the Power Marketer Compensation Program. As
14 recommended by the Seattle Human Resources Director, the pay band for the Power Marketer
15 shall be as shown below. The rates for 2020 shall be effective January 1, 2020.

1

<u>Power Marketer</u>	<u>2019 Pay Band Rates</u>	<u>2020 Pay Band Rates</u>
Power Marketer	\$46.72 - \$81.29	\$47.93 - \$83.40

2

3

Section 13. Any act consistent with the authority of this ordinance taken prior to its

4

effective date is ratified and confirmed.

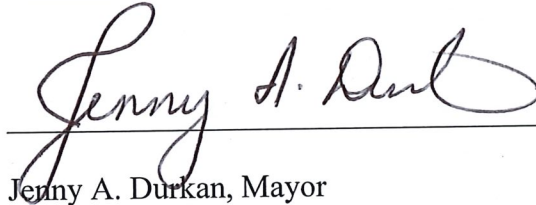
1 Section 14. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the 9th day of December, 2019,
5 and signed by me in open session in authentication of its passage this 9th day of
6 December, 2019.

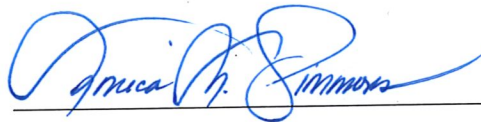
7 

8 President _____ of the City Council

9 Approved by me this 13th day of December, 2019.

10 
11 Jenny A. Durkan, Mayor

12 Filed by me this 13th day of December, 2019.

13 

14 Monica Martinez Simmons, City Clerk

15 (Seal)