

August 8, 2019

MEMORANDUM

To: Finance & Neighborhoods Committee
From: Karina Bull, Council Central Staff
Subject: Power Marketers – Proposed Legislation

On August 14, 2019, the Finance & Neighborhood Committee will discuss and may take action on two Council Bills, [CB 119578](#) (power marketers) and [CB 119577](#) (city-wide position list) submitted by Seattle Department of Human Resources (“SDHR”). This memo provides an overview of the power marketers ordinance; a second memo discusses the city-wide position list ordinance.

Overview

The power marketers ordinance would adjust the pay zone for a supervisor position, “Power Marketer Lead,” in Seattle City Light’s Power Marketing Compensation Program. According to SDHR, these changes will prevent wage compression following the ratification of a collective bargaining agreement (CBA) with the International Brotherhood of Electrical Workers Local Union No. 77. The CBA covers 13 Power Marketers, but not the two Power Marketer Leads in the Power Marketing unit.

The ordinance would (1) change the Power Marketer Lead position from hourly to salaried with eligibility for exempt status under the Fair Labor Standards Act, and (2) make the Power Marketer Lead position eligible for a one-time, base wage increase up to four percent dependent upon employee performance. An employee with unsatisfactory performance during the salary year 2019 would not be eligible for a base wage increase. The following table provides the pay zone rate adjustments.

Year	Pay Zone Rate
2016 (Current Rate)	\$40.54 - \$70.54
2017	\$43.78 - \$76.18
2018	\$45.09 - \$78.47
2019	\$46.72 - \$81.29

The Power Marketer Lead’s existing civil service exempt status and eligibility for a zero to ten percent bonus would not change under the ordinance.

Impacts

The ordinance would impact two employees and require payment of any wage increase no later than March 31, 2020. The ordinance also would include retroactive pay beginning on January 1, 2017, and on January 1 thereafter for 2018 and 2019. The Executive's fiscal note does not provide specific cost impacts of the ordinance. However, the Executive states that any wage increases would be absorbed by City Light's existing budget authority.

Please contact me if you have any questions about this ordinance.

cc: Kirstan Arestad, Executive Director
Dan Eder, Deputy Director