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CITY OF SEATTLE
ORDINANCE 127162
COUNCIL BILL 120920

AN ORDINANCE relating to City employment, commonly referred to as the Pay Zone Ordinance; adjusting the pay zones for titles in the City’s discretionary pay programs; and ratifying and confirming certain prior acts.

WHEREAS, the Accountability Pay for Executives (APEX) Program 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 (EUE) 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 Information Technology Professional (ITP) Compensation Program is set forth in Seattle Municipal Code Section 4.20.430, 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 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

1 WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, Ordinance 120819, and
2 Ordinance 126193 provide that the Seattle Human Resources Director shall act on behalf
3 of the Legislative Department’s appointing authority to recommend all future adjustments
4 to pay bands in the Legislative Department Broadbands; and

5 WHEREAS, the Power Marketing Compensation Program was established by Ordinance
6 119351, which provides for adjustments to the pay band at least every two years as
7 recommended by the Seattle Human Resources Director; and

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

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

15 WHEREAS, the Assistant City Attorney (ACA) Discretionary Pay Program was established by
16 Ordinance 122007, which provides for adjustments to the pay band at least every two
17 years as recommended by the Seattle Human Resources Director; and

18 WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance
19 124510, which provides for adjustments to the pay band at least every two years as
20 recommended by the Seattle Human Resources Director for approval by the City
21 Council; and

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

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

8 WHEREAS, the Seattle Information Technology Chief Technology Officer Compensation
9 Program was established by Ordinance 126029, which provides for adjustments to the
10 pay band at least every two years as recommended by the Seattle Human Resources
11 Director; and

12 WHEREAS, the Seattle Fire Chief Compensation Program was established by Ordinance
13 126513, which provides for adjustments to the pay band at least every two years as
14 recommended by the Seattle Human Resources Director for approval by the City Council;

15 NOW, THEREFORE,

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

17 Section 1. Adjusting the pay zones for 2025 for titles in the Accountability Pay for
18 Executives (APEX) Discretionary Pay Program. As recommended by the Seattle Human
19 Resources Director, the pay zones in the APEX Compensation Program will be adjusted as
20 shown below. The rates for 2025 shall be effective January 1, 2025.

<u>APEX Titles</u>	<u>2025 Pay Zone Rates</u>
Executive 1	\$54.63 - \$90.16
Executive 2	\$64.56 - \$106.52
Executive 3	\$76.22 - \$125.78
Executive 4	\$89.92 - \$148.36

1 Section 2. Adjusting the pay zones for 2025 for titles in the Manager and Strategic
2 Advisor Compensation Program. As recommended by the Seattle Human Resources Director,
3 the pay zones in the Strategic Advisor and Manager Discretionary Pay Program will be adjusted
4 as shown below. The adjustments to each pay zone shall encompass all occupational groups that
5 constitute the class series. The rates for 2025 shall be effective January 1, 2025.

<u>Manager Titles</u>	<u>2025 Pay Zone Rates</u>
Manager 1 (all classes)	\$50.08 - \$75.12
Manager 2 (all classes)	\$54.60 - \$81.93
Manager 3 (all classes)	\$59.75 - \$89.61

<u>Strategic Advisor Titles</u>	<u>2025 Pay Zone Rates</u>
Strategic Advisor 1 (all classes)	\$50.08 - \$75.12
Strategic Advisor 2 (all classes)	\$54.60 - \$81.93
Strategic Advisor 3 (all classes)	\$59.75 - \$89.61

7 Section 3. Adjusting the pay zones for 2025 for titles in the Electric Utility Executive
8 (EUE) Compensation Program. As recommended by the Seattle Human Resources Director, the
9 pay zones for titles in the EUE Compensation Program shall be adjusted as shown below. The
10 rates for 2025 shall be effective January 1, 2025.

<u>EUE Titles</u>	<u>2025 Pay Zone Rates</u>
Electric Utility Executive 1	\$65.68 - \$105.05
Electric Utility Executive 2	\$75.50 - \$120.79
Electric Utility Executive 3, Director	\$98.45 - \$157.52
Electric Utility Executive 3, Officer	\$112.60 - \$180.16

11 Section 4. Adjusting the pay zones for 2025 for titles in the Information Technology
12 Professional (ITP) Compensation Pay Program. As recommended by the Seattle Human
13 Resources Director, the pay zones in the Information Technology Professional Compensation
14 Program will be adjusted as shown below. The rates for 2025 shall be effective January 1, 2025.

IITP Titles	2025 Pay Zone Rates
Information Technology Professional A, Exempt	\$60.10 - \$90.16
Information Technology Professional B (Non-Represented)	\$52.63 - \$79.00
Information Technology C (Non-Represented)	\$46.03 - \$69.04

1 Section 5. Adjusting the pay zones for 2025 for titles in the Investments/Debt Director
2 Compensation Program. As recommended by the Seattle Human Resources Director, the pay
3 zones for the following titles shall be adjusted as shown below. The rates for 2025 shall be
4 effective January 1, 2025.

<u>Investments/Debt Director Titles</u>	<u>2025 Pay Zone Rates</u>
Investments/Debt Director	\$60.33 - \$120.61
Assistant Investments/Debt Director	\$60.33 - \$120.61

5 Section 6. Adjusting the pay zones for 2025 for titles in the Legislative Department and
6 associated titles in the City Auditor’s Office. As recommended by the Seattle Human Resources
7 Director, the pay zones for the following titles shall be adjusted as shown below. The rates for
8 2025 shall be effective January 1, 2025.

<u>Legislative Titles</u>	<u>2025 Pay Zone Rates</u>
Executive Manager-Legislative	\$54.63 - \$148.36
Executive Manager-City Auditor	\$54.63 - \$148.36
Hearing Examiner	\$62.74 - \$144.19
Hearing Examiner, Deputy	\$62.74 - \$144.19
Legislative Assistant	\$21.70 - \$73.87
Manager-Legislative	\$50.08 - \$89.61
Strategic Advisor-Audit	\$50.08 - \$89.61
Strategic Advisor-Legislative	\$50.08 - \$89.61

9 Section 7. Adjusting the pay zones for 2023, 2024, and 2025 for titles in the Power
10 Marketing Compensation Program. As recommended by the Seattle Human Resources Director,
11 the pay zones for the Power Marketing Compensation Program shall be as shown below. The

1 rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3,
2 2024. The rates for 2025 shall be effective January 1, 2025.

Power Marketer	2023 Pay Zone Rates	2024 Pay Zone Rates	2025 Pay Zone Rates
Power Marketer (represented and non- represented)	\$53.71 - \$93.46	\$56.13 - \$97.67	\$58.26 - \$101.38

3 Section 8. Adjusting the pay zone for 2025 in the City Light General Manager and Chief
4 Executive Officer Compensation Program. As recommended by the Seattle Human Resources
5 Director, the pay zone for the City Light General Manager and Chief Executive Officer
6 Compensation Program shall be as shown below. The rates for 2025 shall be effective January 1,
7 2025.

<u>City Light General Manager & CEO</u>	<u>2025 Pay Zone Rates</u>
City Light General Manager & CEO	\$157.28 - \$251.67

8 Section 9. Adjusting the pay zones for 2025 for titles in the Executive Department -
9 Mayor's Office. As recommended by the Seattle Human Resources Director, the pay zones for
10 the following titles shall be adjusted consistent with cost-of-living adjustments awarded to non-
11 represented City Step Pay Program titles. The rates for 2025 shall be effective January 1, 2025.

<u>Mayoral Staff Assistant Titles</u>	<u>2025 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$22.09 - \$43.21
Mayoral Staff Assistant 2	\$38.00 - \$76.01

12 Section 10. Adjusting the pay zone for 2025 in the Assistant City Attorney (ACA)
13 Discretionary Pay Program. As recommended by the Seattle Human Resources Director, the pay
14 zones for the Assistant City Attorney Compensation Program shall be adjusted as shown below.
15 The rates for 2025 shall be effective January 1, 2025.

<u>ACA Title</u>	<u>2025 Pay Zone Rates</u>
City Attorney, Assistant	\$44.18 - \$106.05

1 Section 11. Adjusting the pay zone for 2025 in the Seattle Police Chief Compensation
2 Program. As recommended by the Seattle Human Resources Director, the pay zone for the
3 Seattle Police Chief Compensation Program shall be as shown below. The rates for 2025 shall be
4 effective January 1, 2025.

<u>Seattle Police Chief</u>	<u>2025 Pay Zone Rates</u>
Seattle Police Chief	\$108.31 - \$173.31

5 Section 12. Adjusting the pay zone for 2025 in the Magistrate Compensation Program.
6 As recommended by the Seattle Human Resources Director, the pay zone for the Magistrate
7 Compensation Program shall be as shown below. The rates for 2025 shall be effective January 1,
8 2025.

<u>Magistrate</u>	<u>2025 Pay Zone Rates</u>
Magistrate	\$57.10 - \$85.68

9 Section 13. Adjusting the pay zone for 2025 in the Seattle Public Utilities General
10 Manager and Chief Executive Officer Compensation Program. As recommended by the Seattle
11 Human Resources Director, the pay zone for the Seattle Public Utilities General Manager and
12 Chief Executive Officer Compensation Program shall be as shown below. The rates for 2025
13 shall be effective January 1, 2025.

<u>SPU General Manager & CEO</u>	<u>2025 Pay Zone Rates</u>
SPU General Manager & CEO	\$131.84 - \$210.95

14 Section 14. Adjusting the pay zone for 2025 in the Chief Technology Officer
15 Compensation Program. As recommended by the Seattle Human Resources Director, the pay
16 zone for the Chief Technology Officer shall be as shown below. The rates for 2025 shall be
17 effective January 1, 2025.

<u>Chief Technology Officer</u>	<u>2025 Pay Zone Rates</u>
Chief Technology Officer	\$100.17 - \$165.28

1 Section 15. Adjusting the pay zone for 2025 in the Seattle Fire Chief Compensation
2 Program. As recommended by the Seattle Human Resources Director, the pay zone for the
3 Seattle Fire Chief Compensation Program shall be as shown below. The rates for 2025 shall be
4 effective January 1, 2025.

<u>Seattle Fire Chief</u>	<u>2025 Pay Zone Rates</u>
Seattle Fire Chief	\$108.31 - \$173.31

5 Section 16. Any act consistent with the authority of this ordinance taken prior to its
6 effective date is ratified and confirmed.

1 Section 17. This ordinance shall take effect as provided by Seattle Municipal Code
2 Sections 1.04.020 and 1.04.070.

3 Passed by the City Council the 10th day of December, 2024,
4 and signed by me in open session in authentication of its passage this 10th day of
5 December, 2024.

6 

7 President _____ of the City Council

Approved / returned unsigned / vetoed this 13th day of December, 2024.

8 

9 Bruce A. Harrell, Mayor

10 Filed by me this 13th day of December, 2024.

11 

12 Scheereen Dedman, City Clerk

13 (Seal)