

## SUMMARY and FISCAL NOTE

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
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### **1. BILL SUMMARY**

**Legislation Title:** AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City’s discretionary pay programs; 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 including the Accountability Pay Executives Program (APEX), Manager and Strategic Advisor Compensation Programs, the Information Technology Professional Compensation Program (ITP), 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, the Seattle City Light General Manager and Chief Executive Officer Compensation Program, and Magistrate Compensation Program.

**Background:**

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**

N/A

### **3. SUMMARY OF FINANCIAL IMPLICATIONS**

  **X**   **This legislation does not have direct financial implications.**

### **4. OTHER IMPLICATIONS**

**a) Does the legislation have indirect or long-term financial impacts to the City of Seattle that are not reflected in the above?**

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority. Funds have been set aside as a reserve to pay for cost increases. The increase in cost will be built into the baseline budget.

- b) Is there financial cost or other impacts of not implementing the legislation?**  
N/A
- c) 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.
- d) Is a public hearing required for this legislation?**  
No
- e) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**  
No
- f) Does this legislation affect a piece of property?**  
No
- g) Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities?**  
N/A
- h) If this legislation includes a new initiative or a major programmatic expansion: What are the long-term and measurable goals of the program? Please describe how this legislation would help achieve the program's desired goals.**  
N/A
- i) Other Issues:**  
N/A

**List attachments below:** None