



## Legislation Details (With Text)

<b>File #:</b>	CB 119713	<b>Version:</b>	2	<b>Name:</b>	CB 119713
<b>Type:</b>	Ordinance (Ord)	<b>Status:</b>	Passed	<b>In control:</b>	City Clerk
<b>On agenda:</b>	12/9/2019				
<b>Final Action:</b>	12/13/2019	<b>Ord. No.</b>	Ord 126009		
<b>Title:</b>	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.				
<b>Sponsors:</b>	Sally Bagshaw				
<b>Indexes:</b>					
<b>Attachments:</b>	1. Summary and Fiscal Note, 2. Proposed Amendment (added; 12/10/19), 3. Signed Ordinance 126009, 4. Affidavit of Publication				

Date	Ver.	Action By	Action	Result
12/13/2019	2	City Clerk	attested by City Clerk	
12/13/2019	2	Mayor	returned	
12/13/2019	2	Mayor	Signed	
12/13/2019	2	City Clerk	submitted for Mayor's signature	
12/9/2019	1	City Council	passed as amended	Pass
12/2/2019	1	City Council	referred	
11/25/2019	1	Council President's Office	sent for review	
11/19/2019	1	City Clerk	sent for review	
11/19/2019	1	Mayor	Mayor's leg transmitted to Council	

## CITY OF SEATTLE

## ORDINANCE \_\_\_\_\_

## COUNCIL BILL \_\_\_\_\_

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

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

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

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

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

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

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

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

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

Section 1. Adjusting the pay zones in the Accountability Pay for Executives (APEX) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones in the APEX Compensation Program will 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>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

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

<b><u>Manager Titles</u></b>	<b><u>2018 Pay Zone Rates</u></b>	<b><u>2019 Pay Zone Rates</u></b>	<b><u>2020 Pay Zone Rates</u></b>
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

<b><u>Strategic Advisor Titles</u></b>	<b><u>2018 Pay Zone Rates</u></b>	<b><u>2019 Pay Zone Rates</u></b>	<b><u>2020 Pay Zone Rates</u></b>
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

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.

<b><u>Investments/Debt Director Titles</u></b>	<b><u>2018 Pay Band Rates</u></b>	<b><u>2019 Pay Band Rates</u></b>	<b><u>2020 Pay Band Rates</u></b>
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

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.

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

Section 5. Adjusting the pay bands in the Legislative Department and associated titles in the City Auditor's Office. As recommended by the Seattle Human Resources Director, the pay bands 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.

<b><u>Legislative Titles</u></b>	<b><u>2018 Pay Band Rates</u></b>	<b><u>2019 Pay Band Rates</u></b>	<b><u>2020 Pay Band Rates</u></b>
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

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

<b><u>Mayoral Staff Assistant</u></b> <b><u>Titles</u></b>	<b><u>2018 Pay Zone</u></b> <b><u>Rates</u></b>	<b><u>2019 Pay Zone Rates</u></b>	<b><u>2020 Pay Zone</u></b> <b><u>Rates</u></b>
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

Section 7. Adjusting the pay band in the Assistant City Attorney Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Assistant City Attorney 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.

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

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

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

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

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

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

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

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

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

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

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

Section 13. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

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

Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2019, and signed by  
me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved by me this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Jenny A. Durkan, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Monica Martinez Simmons, City Clerk

(Seal)