



## Legislation Details (With Text)

|                      |  |                 |            |                    |            |
|----------------------|--|-----------------|------------|--------------------|------------|
| <b>File #:</b>       | CB 120244  | <b>Version:</b> | 1          | <b>Name:</b>       | CB 120244  |
| <b>Type:</b>         | Ordinance (Ord)  | <b>Status:</b>  | Passed     | <b>In control:</b> | City Clerk |
| <b>On agenda:</b>    | 12/13/2021   |                 |            |                    |            |
| <b>Final Action:</b> | 12/15/2021   | <b>Ord. No.</b> | Ord 126504 |                    |            |
| <b>Title:</b>        | AN ORDINANCE relating to City employment, to be known as the 2022 Pay Zone Ordinance; adjusting the pay zone structures for 2022 for the City's discretionary pay programs; and ratifying and confirming certain prior acts. |                 |            |                    |            |
| <b>Sponsors:</b>     | M. Lorena González   |                 |            |                    |            |
| <b>Indexes:</b>      |  |                 |            |                    |            |
| <b>Attachments:</b>  | 1. Summary and Fiscal Note, 2. Central Staff Memo, 3. Signed Ordinance 126504, 4. Affidavit of Publication   |                 |            |                    |            |

| Date       | Ver. | Action By                  | Action                             | Result |
|------------|------|----------------------------|------------------------------------|--------|
| 12/15/2021 | 1    | City Clerk                 | attested by City Clerk             |        |
| 12/15/2021 | 1    | Mayor                      | returned                           |        |
| 12/15/2021 | 1    | Mayor                      | Signed                             |        |
| 12/15/2021 | 1    | City Clerk                 | submitted for Mayor's signature    |        |
| 12/13/2021 | 1    | City Council               | passed                             | Pass   |
| 12/6/2021  | 1    | City Council               | referred                           |        |
| 12/2/2021  | 1    | Council President's Office | sent for review                    |        |
| 11/30/2021 | 1    | City Clerk                 | sent for review                    |        |
| 11/30/2021 | 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 2022 Pay Zone Ordinance; adjusting the pay zone structures for 2022 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 Information Technology Professional 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 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, Ordinance 120819, and Ordinance 126193 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 Fire Chief Compensation Program is pending Council adoption by a separate ordinance, 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 Seattle Information Technology Chief Technology Officer Compensation Program was established by Ordinance 126029, 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 2022 shall be effective January 5, 2022.

| <u>APEX Titles</u> | <u>2021 Pay Zone Rates</u> | <u>2022 Pay Zone Rates</u> |
|--------------------|----------------------------|----------------------------|
| Executive 1        | \$44.74 - \$73.83          | \$47.88 - \$79.01          |
| Executive 2        | \$52.87 - \$87.22          | \$56.58 - \$93.34          |
| Executive 3        | \$62.41 - \$102.99         | \$66.79 - \$110.22         |
| Executive 4        | \$73.63 - \$121.49         | \$78.80 - \$130.01         |

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 that constitute the class series. The rates for 2022 shall be effective January 5, 2022.

| <b><u>Manager Titles</u></b> | <b><u>2021 Pay Zone Rates</u></b> | <b><u>2022 Pay Zone Rates</u></b> |
|------------------------------|-----------------------------------|-----------------------------------|
| Manager 1 (all classes)      | \$41.01 - \$61.51                 | \$43.89 - \$65.83                 |
| Manager 2 (all classes)      | \$44.71 - \$67.09                 | \$47.85 - \$71.80                 |
| Manager 3 (all classes)      | \$48.93 - 73.38                   | \$52.36 - \$78.53                 |

| <b><u>Strategic Advisor Titles</u></b> | <b><u>2021 Pay Zone Rates</u></b> | <b><u>2022 Pay Zone Rates</u></b> |
|--|-----------------------------------|-----------------------------------|
| Strategic Advisor 1 (all classes)      | \$41.01 - \$61.51                 | \$43.89 - \$65.83                 |
| Strategic Advisor 2 (all classes)      | \$44.71 - \$67.09                 | \$47.85 - \$71.80                 |
| Strategic Advisor 3 (all classes)      | \$48.93 - \$73.38                 | \$52.36 - \$78.53                 |

Section 3. Adjusting the pay zones in the Information Technology Professional Program. As recommended by the Seattle Human Resources Director, the pay zones in the Information Technology Professional Compensation Program will be adjusted as shown below. The rates for 2022 shall be effective January 5, 2022.

| <b><u>Information Technology Professional Titles</u></b> | <b><u>2021 Pay Zone Rates</u></b> | <b><u>2022 Pay Zone Rates</u></b> |
|--|-----------------------------------|-----------------------------------|
| Information Technology Professional A, Exempt            | \$48.49 - \$72.74                 | \$51.89 - \$77.84                 |
| Information Technology Professional B (Non-Represented)  | \$42.12 - \$64.34                 | \$43.80 - \$66.91                 |

|   |                   |                   |
|---|-------------------|-------------------|
| Information Technology Professional C (Non-Represented) | \$37.49 - \$56.23 | \$38.99 - \$58.48 |
|---|-------------------|-------------------|

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 2022 shall be effective January 5, 2022.

| <u>EUE Titles</u>                      | <u>2021 Pay Zone Rates</u> | <u>2022 Pay Zone Rates</u> |
|--|----------------------------|----------------------------|
| Electric Utility Executive 1           | \$53.78 - \$86.02          | \$57.55 - \$92.06          |
| Electric Utility Executive 2           | \$61.82 - \$98.91          | \$66.16 - \$105.85         |
| Electric Utility Executive 3, Director | \$86.01 - \$128.99         | \$86.27 - \$138.04         |
| Electric Utility Executive 3, Officer  | \$92.21 - \$147.53         | \$98.68 - \$157.88         |

Section 5. 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 2022 shall be effective January 5, 2022.

| <u>Investments/Debt Director Titles</u> | <u>2021 Pay Band Rates</u> | <u>2022 Pay Band Rates</u> |
|---|----------------------------|----------------------------|
| Investments/Debt Director               | \$49.40 - 98.77            | \$52.87 - \$105.70         |
| Assistant Investments/ Debt Director    | \$49.40 - \$98.77          | \$52.87 - \$105.70         |

Section 6. 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 2022 shall be effective January 5, 2022.

| <u>Legislative Titles</u>     | <u>2021 Pay Band Rates</u> | <u>2022 Pay Band Rates</u> |
|-------------------------------|----------------------------|----------------------------|
| Executive Manager-Legislative | \$44.74 - \$121.49         | \$46.53 - \$126.35         |

|                                |                    |                    |
|--------------------------------|--------------------|--------------------|
| Executive Manager-City Auditor | \$44.74 - \$121.49 | \$46.53 - \$126.35 |
| Hearing Examiner               | \$52.87 - \$121.49 | \$54.98 - \$126.35 |
| Hearing Examiner, Deputy       | \$52.87 - \$121.49 | \$54.98 - \$126.35 |
| Legislative Assistant          | \$18.01 - \$62.24  | \$19.27 - \$66.60  |
| Strategic Advisor-Audit        | \$41.01 - \$73.38  | \$43.89 - \$78.53  |
| Strategic Advisor-Legislative  | \$42.20 - \$75.50  | \$43.89 - \$78.53  |
| Manager-Legislative            | N/A                | \$43.89 - \$78.53  |

Section 7. 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 2022 shall be effective January 5, 2022.

| <b><u>Mayoral Staff Assistant<br/>Titles</u></b> | <b><u>2021 Pay Zone Rates</u></b> | <b><u>2022 Pay Zone<br/>Rates</u></b> |
|--|-----------------------------------|---------------------------------------|
| Mayoral Staff Assistant 1                        | \$18.09 - \$35.38                 | \$19.36 - \$37.86                     |
| Mayoral Staff Assistant 2                        | \$31.12 - \$62.24                 | \$33.30 - \$66.61                     |

Section 8. 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 2022 shall be effective January 5, 2022.

| <b><u>Assistant City Attorney<br/>Title</u></b> | <b><u>2021 Pay Band<br/>Rates</u></b> | <b><u>2022 Pay Band<br/>Rates</u></b> |
|---|---------------------------------------|---------------------------------------|
| City Attorney, Assistant                        | \$36.18 - \$86.84                     | \$38.72 - \$92.93                     |

Section 9. 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 2022 shall be effective January 5, 2022.

| <b><u>Seattle Police Chief</u></b> | <b><u>2021 Pay Band Rates</u></b> | <b><u>2022 Pay Band Rates</u></b> |
|------------------------------------|-----------------------------------|-----------------------------------|
| Seattle Police Chief               | \$88.69 - \$141.91                | \$94.91 - \$151.87                |

Section 10. Adjusting the pay band in the Fire Chief Compensation Program. If an ordinance has created or will create the Fire Chief Compensation Program, as recommended by the Seattle Human Resources Director, the pay band for that Program shall be as shown below. The rates for 2022 shall be effective January 5, 2022.

| <b><u>Fire Chief</u></b> | <b><u>2021 Pay Band Rates</u></b> | <b><u>2022 Pay Band Rates</u></b> |
|--------------------------|-----------------------------------|-----------------------------------|
| Fire Chief               | N/A                               | \$94.91 - \$151.87                |

Section 11. 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 2022 shall be effective January 5, 2022.

| <b><u>City Light GM/CEO</u></b> | <b><u>2021 Pay Band Rates</u></b> | <b><u>2022 Pay Band Rates</u></b> |
|---------------------------------|-----------------------------------|-----------------------------------|
| City Light GM/CEO               | \$128.79 - \$206.08               | \$137.83 - \$220.54               |

Section 12. 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 2022 shall be effective January 5, 2022.

| <b><u>Magistrate</u></b> | <b><u>2021 Pay Band Rates</u></b> | <b><u>2022 Pay Band Rates</u></b> |
|--------------------------|-----------------------------------|-----------------------------------|
| Magistrate               | \$46.76 - \$70.15                 | \$50.04 - \$75.07                 |

Section 13. 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 2022 shall be effective January 5, 2022.

| <u>SPU GM/CEO</u> | <u>2021 Pay Band Rates</u> | <u>2022 Pay Band Rates</u> |
|-------------------|----------------------------|----------------------------|
| SPU GM/CEO        | \$107.96 - \$172.75        | \$115.53 - \$184.87        |

Section 14. Adjusting the pay band in the Chief Technology Officer Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Chief Technology Officer shall be as shown below. The rates for 2022 shall be effective January 5, 2022.

| <u>Chief Technology Officer</u> | <u>2021 Pay Band Rates</u> | <u>2022 Pay Band Rates</u> |
|---------------------------------|----------------------------|----------------------------|
| Chief Technology Officer        | \$82.03 - \$135.34         | \$87.79 - \$144.84         |

Section 15. Any act consistent with the authority of this ordinance taken prior to its effective date is ratified and confirmed.

Section 16. 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 \_\_\_\_\_, 2021, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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

Approved by me this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

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Monica Martinez Simmons, City Clerk

(Seal)