



SEATTLE CITY COUNCIL

Human Services, Labor, and Economic Development Committee

Agenda

Friday, July 17, 2026

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Alexis Mercedes Rinck, Chair
Dionne Foster, Vice-Chair
Joy Hollingsworth, Member
Debora Juarez, Member
Rob Saka, Member

Chair Info: 206-684-8808; AlexisMercedes.Rinck@seattle.gov

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SEATTLE CITY COUNCIL
**Human Services, Labor, and Economic
Development Committee**
Agenda
July 17, 2026 - 9:30 AM

Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/human-services-labor-and-economic-development>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Please register in advance in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <https://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

In-Person Public Comment - Register to speak on the public comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

Members of the public may address items on the agenda and matters within the purview of the committee. Please register in advance to be recognized by the Chair.

D. Items of Business

1. [CB 121225](#) **An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.**

Attachments: [Att 1 – Information Technology Talent Modernization Classification Program](#)
 [Att 2 – Information Technology Talent Modernization Compensation Grade Structure](#)

Supporting Documents: [Summary and Fiscal Note](#)
 [Presentation](#)

Briefing, Discussion, and Possible Vote (25 min)

Presenters: Kimberly Loving and William Winfield, Seattle Department of Human Resources (SDHR); Shannon Smith and Will Smith, Seattle Information Technology (Seattle IT)

2. Briefing on Commercial Affordability for Small Businesses

Supporting
Documents: [Presentation](#)

Briefing and Discussion (30 min)

Presenters: Beto Yarce, Director, Heidi Hall, and Broderick Hutchins,
Office of Economic Development (OED)

3. Roundtable on Commercial Affordability

Briefing and Discussion (40 min)

Presenters: Shanti Breznau, Shanti Breznau Consulting; Gabriel
Neuman, Greater Seattle Business Association (GSBA); Jiaxin Wang,
Ooink Ramen; Nikita Mathis, Platinum Plush Fashions

E. Adjournment



Legislation Text

File #: CB 121225, **Version:** 1

Screen Reader Users: Make sure settings include reading strikethrough and underline font attributes.

The City of Seattle

Ordinance

Council Bill

An ordinance relating to City employment; establishing the new Information Technology (IT) Talent

Modernization classification title structure and corresponding rates of pay for IT positions
across City departments.

Recitals:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize The
City of Seattle's classification and compensation structures for IT positions across City
departments.

The IT Talent Modernization project began in 2021, when the City contracted with the consulting firm
Gallagher to conduct a comprehensive review of the City's Information Technology
Professional (ITP) classifications and compensation program, which was later expanded to
include IT positions Citywide.

The study found that the existing ITP A, B, and C structures functioned primarily as compensation
programs rather than classification programs and lacked clear definitions of work, career
paths, and market benchmarks needed to support equitable and competitive compensation
practices.

The study recommended developing a new IT classification structure organized by disciplinary

domain and level of responsibility, along with a pay rate structure.

This legislation establishes a new classification structure, which provides a foundation for future legislation to assign compensation rates and implement the IT Talent Modernization project. Additional legislation will be required to assign compensation grades to the classification structure and to authorize the use of the new classifications to replace the existing ITP Pay Program.

Therefore,

Be it ordained by The City of Seattle as follows:

Section 1. As recommended by the Seattle Department of Human Resources, a new Information Technology (IT) Classification structure, organized by disciplinary domain and level of responsibility, are established, as set forth in Attachment 1 to this ordinance.

Section 2. As recommended by the Seattle Department of Human Resources, a new ten-step compensation grade structure are established, as set forth in Attachment 2 to this ordinance.

Attachments:

Attachment 1 - Information Technology Talent Modernization Classification Program

Attachment 2 - Information Technology Talent Modernization Compensation Grade Structure

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

Passed by the City Council and signed in open session in authentication of its passage on .

President of the City Council
on .

Katie B. Wilson, Mayor

Attested on .

Scheereen Dedman, City Clerk

Seal

Attachment 1 – Information Technology Talent Modernization Classification Program

Table 1: Discipline/Domain and Classification Levels

Discipline/Domain	Classification Levels
IT Client Support Services	Level I (Entry)
Networking and Telecommunications	Level II (Journey)
Systems Administration & Engineering	Senior Level (Advanced Journey)
Software Engineering	Architect Level (Enterprise Architect)
Information Systems Security	Supervisory
Database Management	Manager
Operational Technology	Senior Manager
Technology Systems Analysis	
IT Project Management	

Table 2: Classification Structure: Entry, Journey, Senior & Enterprise

Discipline/Domain	Level I (Entry)	Level II (Journey)	Senior Level (Advanced Journey)	Enterprise Level (Citywide Scope)
IT Client Support Services	IT Client Support Services I	IT Client Support Services II	Senior IT Client Support Services	blank
Networking and Telecommunications	Networking and Telecommunications I	Networking and Telecommunication II	Senior Networking and Telecommunication	Networking and Telecommunication Architect
Systems Administration and Engineering	Systems Administration and Engineering I	Systems Administration and Engineering II	Senior Systems Administration and Engineering	Systems Administration and Engineering Architect
Software Engineering	Software Engineering I	Software Engineering II	Senior Software Engineering	Software Engineering Architect
Information Systems Security	Information Systems Security I	Information Systems Security II	Senior Information Systems Security	Information Systems Security Architect
Database Management	Database Management I	Database Management II	Senior Database Management	Database Management Architect
Operational Technology	Operational Technology I	Operational Technology II	Senior Operational Technology	Operational Technology Architect
Technology Systems Analysis	Technology Systems Analysis I	Technology Systems Analysis II	Senior Technology Systems Analysis	blank
IT Project Management	IT Project Management I	IT Project Management II	Senior IT Project Management	blank

Table 3: Classification Structure: Supervisor, Manager, Senior Manager

Discipline/Domain	Supervisory	Manager	Senior Manager
IT Client Support Services	IT Client Support Services Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Networking and Telecommunications	Networking and Telecommunication Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Systems Administration and Engineering	System Administration and Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Software Engineering	Software Engineering Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Information Systems Security	Information Systems Security Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Database Management	Database Management Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Operational Technology	Operational Technology Supervisor	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
Technology Systems Analysis	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)
IT Project Management	blank	Information Technology Manager (applies to all domains)	Senior Information Technology Manager (applies to all domains)

Attachment 2 – Information Technology Talent Modernization Compensation Grade Structure

Table 1: Pay Rate Structure Table Key

Compensation Plan Design and Factors
Market Reference Point is at Step 6
Uses 10-Step Structure
The T in the left column stands for ten-step; it is there to distinguish the new compensation grade structure
2% Difference between each step
2% Difference between each range
2025 Grades: 2025 Rates provided by Gallagher
2026 Grades: 2.6% Aging Factor (Consumer Price Index) applied to 2025 grades to produce 2026 grades
26 Pay Periods per Year
2,080 Hours per Year

Table 2: Annual 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$36,488	\$37,218	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606
T2	\$37,218	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479
T3	\$37,962	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368
T4	\$38,721	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275
T5	\$39,496	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201
T6	\$40,286	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145
T7	\$41,091	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108
T8	\$41,913	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090
T9	\$42,751	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092
T10	\$43,606	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114
T11	\$44,479	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156
T12	\$45,368	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219
T13	\$46,275	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303
T14	\$47,201	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409
T15	\$48,145	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538
T16	\$49,108	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688
T17	\$50,090	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862
T18	\$51,092	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059
T19	\$52,114	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281
T20	\$53,156	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526
T21	\$54,219	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797
T22	\$55,303	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093
T23	\$56,409	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415
T24	\$57,538	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763
T25	\$58,688	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138
T26	\$59,862	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541
T27	\$61,059	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972
T28	\$62,281	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431
T29	\$63,526	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920
T30	\$64,797	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438
T31	\$66,093	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987
T32	\$67,415	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567
T33	\$68,763	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178
T34	\$70,138	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T35	\$71,541	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498
T36	\$72,972	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208
T37	\$74,431	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952
T38	\$75,920	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731
T39	\$77,438	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546
T40	\$78,987	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397
T41	\$80,567	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285
T42	\$82,178	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210
T43	\$83,822	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175
T44	\$85,498	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178
T45	\$87,208	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222
T46	\$88,952	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306
T47	\$90,731	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432
T48	\$92,546	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601
T49	\$94,397	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813
T50	\$96,285	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069
T51	\$98,210	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370
T52	\$100,175	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718
T53	\$102,178	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112
T54	\$104,222	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554
T55	\$106,306	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045
T56	\$108,432	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586
T57	\$110,601	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178
T58	\$112,813	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822
T59	\$115,069	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518
T60	\$117,370	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268
T61	\$119,718	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074
T62	\$122,112	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935
T63	\$124,554	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854
T64	\$127,045	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831
T65	\$129,586	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868
T66	\$132,178	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965
T67	\$134,822	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124
T68	\$137,518	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347
T69	\$140,268	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634
T70	\$143,074	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T71	\$145,935	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406
T72	\$148,854	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894
T73	\$151,831	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452
T74	\$154,868	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081
T75	\$157,965	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783
T76	\$161,124	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559
T77	\$164,347	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410
T78	\$167,634	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338
T79	\$170,987	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345
T80	\$174,406	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432
T81	\$177,894	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600
T82	\$181,452	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852
T83	\$185,081	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189
T84	\$188,783	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613
T85	\$192,559	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125
T86	\$196,410	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728
T87	\$200,338	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422
T88	\$204,345	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211
T89	\$208,432	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095
T90	\$212,600	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077
T91	\$216,852	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158
T92	\$221,189	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342
T93	\$225,613	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628
T94	\$230,125	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021
T95	\$234,728	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521
T96	\$239,422	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132
T97	\$244,211	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855
T98	\$249,095	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692
T99	\$254,077	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645
T100	\$259,158	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718
T101	\$264,342	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913
T102	\$269,628	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231
T103	\$275,021	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676
T104	\$280,521	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249
T105	\$286,132	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954
T106	\$291,855	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

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T107	\$297,692	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769
T108	\$303,645	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884
T109	\$309,718	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142
T110	\$315,913	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545
T111	\$322,231	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545	\$385,096
T112	\$328,676	\$335,249	\$341,954	\$348,793	\$355,769	\$362,884	\$370,142	\$377,545	\$385,096	\$392,798

Table 2: Monthly 10-Step Grade Structure for 2026

	Monthly Step 1	Monthly Step 2	Monthly Step 3	Monthly Step 4	Monthly Step 5	Monthly Step 6	Monthly Step 7	Monthly Step 8	Monthly Step 9	Monthly Step 10
T1	\$3,041.00	\$3,101.00	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00
T2	\$3,101.00	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00
T3	\$3,164.00	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00
T4	\$3,227.00	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00
T5	\$3,291.00	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00
T6	\$3,357.00	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00
T7	\$3,424.00	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00
T8	\$3,493.00	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00
T9	\$3,563.00	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00
T10	\$3,634.00	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00
T11	\$3,707.00	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00
T12	\$3,781.00	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00
T13	\$3,856.00	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00
T14	\$3,933.00	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00
T15	\$4,012.00	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00
T16	\$4,092.00	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00
T17	\$4,174.00	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00
T18	\$4,258.00	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00
T19	\$4,343.00	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00
T20	\$4,430.00	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00
T21	\$4,518.00	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00
T22	\$4,609.00	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00
T23	\$4,701.00	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00
T24	\$4,795.00	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T25	\$4,891.00	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00
T26	\$4,989.00	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00
T27	\$5,088.00	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00
T28	\$5,190.00	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00
T29	\$5,294.00	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00
T30	\$5,400.00	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00
T31	\$5,508.00	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00
T32	\$5,618.00	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00
T33	\$5,730.00	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00
T34	\$5,845.00	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00
T35	\$5,962.00	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00
T36	\$6,081.00	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00
T37	\$6,203.00	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00
T38	\$6,327.00	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00
T39	\$6,453.00	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00
T40	\$6,582.00	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00
T41	\$6,714.00	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00
T42	\$6,848.00	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00
T43	\$6,985.00	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00
T44	\$7,125.00	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00
T45	\$7,267.00	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00
T46	\$7,413.00	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00
T47	\$7,561.00	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00
T48	\$7,712.00	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00
T49	\$7,866.00	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00
T50	\$8,024.00	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00
T51	\$8,184.00	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00
T52	\$8,348.00	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00
T53	\$8,515.00	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00
T54	\$8,685.00	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00
T55	\$8,859.00	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00
T56	\$9,036.00	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T57	\$9,217.00	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00
						0	0	0	0	0
T58	\$9,401.00	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00
					0	0	0	0	0	0
T59	\$9,589.00	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00
				0	0	0	0	0	0	0
T60	\$9,781.00	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00
			0	0	0	0	0	0	0	0
T61	\$9,976.00	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00
		0	0	0	0	0	0	0	0	0
T62	\$10,176.00	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00
	0	0	0	0	0	0	0	0	0	0
T63	\$10,380.00	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00
	0	0	0	0	0	0	0	0	0	0
T64	\$10,587.00	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00
	0	0	0	0	0	0	0	0	0	0
T65	\$10,799.00	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00
	0	0	0	0	0	0	0	0	0	0
T66	\$11,015.00	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00
	0	0	0	0	0	0	0	0	0	0
T67	\$11,235.00	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00
	0	0	0	0	0	0	0	0	0	0
T68	\$11,460.00	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00
	0	0	0	0	0	0	0	0	0	0
T69	\$11,689.00	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00
	0	0	0	0	0	0	0	0	0	0
T70	\$11,923.00	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00	\$14,249.00
	0	0	0	0	0	0	0	0	0	0
T71	\$12,161.00	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00	\$14,249.00	\$14,534.00
	0	0	0	0	0	0	0	0	0	0
T72	\$12,405.00	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00	\$14,249.00	\$14,534.00	\$14,825.00
	0	0	0	0	0	0	0	0	0	0
T73	\$12,653.00	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00	\$14,249.00	\$14,534.00	\$14,825.00	\$15,121.00
	0	0	0	0	0	0	0	0	0	0
T74	\$12,906.00	\$13,164.00	\$13,427.00	\$13,696.00	\$13,969.00	\$14,249.00	\$14,534.00	\$14,825.00	\$15,121.00	\$15,423.00
	0	0	0	0	0	0	0	0	0	0

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

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T75	\$13,164.0 0	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0
T76	\$13,427.0 0	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0
T77	\$13,696.0 0	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0
T78	\$13,969.0 0	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0
T79	\$14,249.0 0	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0
T80	\$14,534.0 0	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0
T81	\$14,825.0 0	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0
T82	\$15,121.0 0	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0
T83	\$15,423.0 0	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0
T84	\$15,732.0 0	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0
T85	\$16,047.0 0	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0
T86	\$16,367.0 0	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0
T87	\$16,695.0 0	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0
T88	\$17,029.0 0	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0
T89	\$17,369.0 0	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0
T90	\$17,717.0 0	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0
T91	\$18,071.0 0	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0
T92	\$18,432.0 0	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T93	\$18,801.0 0	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0
T94	\$19,177.0 0	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0
T95	\$19,561.0 0	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0
T96	\$19,952.0 0	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0
T97	\$20,351.0 0	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0
T98	\$20,758.0 0	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0
T99	\$21,173.0 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0
T10 0	\$21,597.0 0	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0
T10 1	\$22,028.0 0	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0
T10 2	\$22,469.0 0	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0
T10 3	\$22,918.0 0	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0
T10 4	\$23,377.0 0	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0
T10 5	\$23,844.0 0	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0
T10 6	\$24,321.0 0	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0
T10 7	\$24,808.0 0	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0
T10 8	\$25,304.0 0	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0
T10 9	\$25,810.0 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0
T11 0	\$26,326.0 0	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T11 1	\$26,853.0 0	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0	\$32,091.0 0
T11 2	\$27,390.0 0	\$27,937.0 0	\$28,496.0 0	\$29,066.0 0	\$29,647.0 0	\$30,240.0 0	\$30,845.0 0	\$31,462.0 0	\$32,091.0 0	\$32,733.0 0

Table 3: Per Pay Period 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period	Per Pay Period
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$1,403.38	\$1,431.45	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17
T2	\$1,431.45	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71
T3	\$1,460.08	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93
T4	\$1,489.28	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82
T5	\$1,519.06	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42
T6	\$1,549.44	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73
T7	\$1,580.43	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76
T8	\$1,612.04	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54
T9	\$1,644.28	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07
T10	\$1,677.17	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37
T11	\$1,710.71	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46
T12	\$1,744.93	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35
T13	\$1,779.82	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05
T14	\$1,815.42	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60
T15	\$1,851.73	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99
T16	\$1,888.76	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25
T17	\$1,926.54	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39
T18	\$1,965.07	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44
T19	\$2,004.37	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41
T20	\$2,044.46	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32
T21	\$2,085.35	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18
T22	\$2,127.05	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03
T23	\$2,169.60	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87
T24	\$2,212.99	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73
T25	\$2,257.25	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62
T26	\$2,302.39	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57
T27	\$2,348.44	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60
T28	\$2,395.41	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74
T29	\$2,443.32	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99
T30	\$2,492.18	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39
T31	\$2,542.03	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96
T32	\$2,592.87	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72
T33	\$2,644.73	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

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T34	\$2,697.62	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91
T35	\$2,751.57	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38
T36	\$2,806.60	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15
T37	\$2,862.74	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23
T38	\$2,919.99	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66
T39	\$2,978.39	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45
T40	\$3,037.96	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64
T41	\$3,098.72	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25
T42	\$3,160.69	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32
T43	\$3,223.91	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87
T44	\$3,288.38	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92
T45	\$3,354.15	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52
T46	\$3,421.23	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69
T47	\$3,489.66	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47
T48	\$3,559.45	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87
T49	\$3,630.64	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95
T50	\$3,703.25	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73
T51	\$3,777.32	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25
T52	\$3,852.87	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53
T53	\$3,929.92	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62
T54	\$4,008.52	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55
T55	\$4,088.69	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37
T56	\$4,170.47	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09
T57	\$4,253.87	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77
T58	\$4,338.95	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45
T59	\$4,425.73	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16
T60	\$4,514.25	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94
T61	\$4,604.53	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84
T62	\$4,696.62	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90
T63	\$4,790.55	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16
T64	\$4,886.37	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66
T65	\$4,984.09	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45
T66	\$5,083.77	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58
T67	\$5,185.45	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09
T68	\$5,289.16	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03
T69	\$5,394.94	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T70	\$5,502.84	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40
T71	\$5,612.90	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93
T72	\$5,725.16	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09
T73	\$5,839.66	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93
T74	\$5,956.45	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51
T75	\$6,075.58	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88
T76	\$6,197.09	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10
T77	\$6,321.03	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22
T78	\$6,447.46	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31
T79	\$6,576.40	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41
T80	\$6,707.93	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60
T81	\$6,842.09	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93
T82	\$6,978.93	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47
T83	\$7,118.51	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28
T84	\$7,260.88	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43
T85	\$7,406.10	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97
T86	\$7,554.22	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99
T87	\$7,705.31	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55
T88	\$7,859.41	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72
T89	\$8,016.60	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58
T90	\$8,176.93	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19
T91	\$8,340.47	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63
T92	\$8,507.28	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99
T93	\$8,677.43	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33
T94	\$8,850.97	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73
T95	\$9,027.99	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29
T96	\$9,208.55	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07
T97	\$9,392.72	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18
T98	\$9,580.58	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

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T99	\$9,772.19	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67
T100	\$9,967.63	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25
T101	\$10,166.99	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49
T102	\$10,370.33	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50
T103	\$10,577.73	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37
T104	\$10,789.29	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20
T105	\$11,005.07	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08
T106	\$11,225.18	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12
T107	\$11,449.68	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43
T108	\$11,678.67	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09
T109	\$11,912.25	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24
T110	\$12,150.49	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96
T111	\$12,393.50	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96	\$14,811.38
T112	\$12,641.37	\$12,894.20	\$13,152.08	\$13,415.12	\$13,683.43	\$13,957.09	\$14,236.24	\$14,520.96	\$14,811.38	\$15,107.61

Table 4: Hourly 10-Step Grade Structure for 2026

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
V1

	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
T1	\$17.54	\$17.89	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96
T2	\$17.89	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38
T3	\$18.25	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81
T4	\$18.62	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25
T5	\$18.99	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69
T6	\$19.37	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15
T7	\$19.76	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61
T8	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08
T9	\$20.55	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56
T10	\$20.96	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05
T11	\$21.38	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56
T12	\$21.81	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07
T13	\$22.25	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59
T14	\$22.69	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12
T15	\$23.15	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66
T16	\$23.61	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22
T17	\$24.08	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78
T18	\$24.56	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36
T19	\$25.05	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94
T20	\$25.56	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54
T21	\$26.07	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15
T22	\$26.59	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78
T23	\$27.12	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41
T24	\$27.66	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06
T25	\$28.22	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72
T26	\$28.78	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39
T27	\$29.36	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08
T28	\$29.94	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78
T29	\$30.54	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50
T30	\$31.15	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23
T31	\$31.78	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97
T32	\$32.41	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73
T33	\$33.06	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51
T34	\$33.72	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30

Att 2 – Information Technology Talent Modernization Compensation Grade Structure
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T35	\$34.39	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10
T36	\$35.08	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93
T37	\$35.78	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77
T38	\$36.50	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62
T39	\$37.23	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49
T40	\$37.97	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38
T41	\$38.73	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29
T42	\$39.51	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22
T43	\$40.30	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16
T44	\$41.10	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12
T45	\$41.93	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11
T46	\$42.77	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11
T47	\$43.62	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13
T48	\$44.49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17
T49	\$45.38	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24
T50	\$46.29	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32
T51	\$47.22	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43
T52	\$48.16	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56
T53	\$49.12	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71
T54	\$50.11	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88
T55	\$51.11	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08
T56	\$52.13	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30
T57	\$53.17	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55
T58	\$54.24	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82
T59	\$55.32	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11
T60	\$56.43	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44
T61	\$57.56	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79
T62	\$58.71	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16
T63	\$59.88	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56
T64	\$61.08	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00
T65	\$62.30	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46
T66	\$63.55	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94
T67	\$64.82	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46
T68	\$66.11	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01
T69	\$67.44	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59
T70	\$68.79	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

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T71	\$70.16	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85
T72	\$71.56	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53
T73	\$73.00	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24
T74	\$74.46	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98
T75	\$75.94	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76
T76	\$77.46	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58
T77	\$79.01	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43
T78	\$80.59	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32
T79	\$82.21	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24
T80	\$83.85	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21
T81	\$85.53	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21
T82	\$87.24	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26
T83	\$88.98	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34
T84	\$90.76	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47
T85	\$92.58	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64
T86	\$94.43	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85
T87	\$96.32	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11
T88	\$98.24	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41
T89	\$100.21	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76
T90	\$102.21	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15
T91	\$104.26	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60
T92	\$106.34	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09
T93	\$108.47	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63
T94	\$110.64	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22
T95	\$112.85	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87
T96	\$115.11	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56
T97	\$117.41	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31
T98	\$119.76	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12
T99	\$122.15	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98
T100	\$124.60	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90
T101	\$127.09	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88
T102	\$129.63	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92
T103	\$132.22	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02
T104	\$134.87	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18
T105	\$137.56	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40
T106	\$140.31	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69

Att 2 – Information Technology Talent Modernization Compensation Grade Structure

V1

T107	\$143.12	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04
T108	\$145.98	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46
T109	\$148.90	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95
T110	\$151.88	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51
T111	\$154.92	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51	\$185.14
T112	\$158.02	\$161.18	\$164.40	\$167.69	\$171.04	\$174.46	\$177.95	\$181.51	\$185.14	\$188.85

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

Background:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize the City of Seattle's classification and compensation structures for IT positions across City departments. Beginning in 2021, the City contracted with the consulting firm Gallagher to conduct a comprehensive review of the City's Information Technology Professional (ITP) classifications and compensation program. The study was later expanded to include IT bodies of work Citywide, including those within other City pay programs. The study found that the existing ITP A, B, and C structures functioned primarily as compensation programs rather than classification programs and lacked clear definitions of work, career paths, and market benchmarks needed to support equitable and competitive compensation practices.

This legislation is a significant milestone in the City's process to modernize its information technology compensation and classification program, as it establishes two foundational components of the IT Talent Modernization project. First, it creates a new IT classification structure that defines technology roles by disciplinary domain and level of responsibility. Second, it establishes a new 10-step pay grade structure, recommended by the IT Classification and Compensation study, and will serve as a

framework to support future bargaining rates of pay for titles established in the new IT classification structure. This aligns with terms laid out in the MOU that extended the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' (ITP) Unit Collective Bargaining Agreement (CBA) to December 31, 2026, Ordinance 127334.

This legislation does not implement new classifications or compensation programs, nor does it modify the existing ITP classification structure. Additional legislation will be required to assign compensation grades to the classification structure and authorize the use of the new classifications to replace the existing Information Technology Professional Pay Program.

This legislation establishes only the foundational structures for the necessary classification title development, compensation grade assignment, labor negotiations, and their corresponding legislation. Prior to the implementation of these classification and compensation structures, the identified IT Talent Modernization Project dependencies must be sufficiently satisfied, including but not limited to (1) the completion of full classification specifications for all new IT titles in accordance with City compensation and classification standards, (2) the identification and resolution of impacts to existing classification titles and pay programs, and (3) the identification and evaluation of positions across City departments that may need to be reclassified into the new IT classification structure.

2. Capital Improvement Program (CIP)

Does this legislation create, fund, or amend a CIP Project?

☐ Yes

☒ No

3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☐ Yes

☒ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No, not at this time. This legislation establishes the new classification and compensation structure for the IT Talent Modernization Project as agreed upon in the MOU that extended CBA with the L77 ITP to the end of calendar year 2026.

There likely will be financial impacts should employees be placed into this new structure, but those impacts cannot be determined at this time, and would be subject to bargaining. Any potential downstream financial impacts of moving employees into the new structure would be presented to Council as part of Collective Bargaining Agreement with L77 ITP.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

n/a

c. What financial costs or other impacts might happen if this legislation is not implemented?

This legislation does not change compensation of employees and therefore has no direct fiscal impact. This legislation establishes the classification and compensation

framework as agreed upon with L77 ITP. If not implemented, future legislation would need to establish these structures before any employees in the ITP position classifications can move into new classifications.

d. How might this legislation affect other City departments besides the one that proposed it?

City Attorney's Office, Finance and Administrative Services, Seattle City Light, Seattle Department of Transportation, Seattle Information Technology, Seattle Municipal Court, Seattle Parks & Recreation, and Seattle Public Utilities all have positions classified as Information Technology Professionals. While this legislation does not affect these positions at this point in time, further legislation that may place ITP employees within the new classification and compensation framework established in this ordinance would impact these departments.

4. Other Impacts

a. Does this legislation require a public hearing?

☒ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

No

d. Race and Social Justice Initiative impacts:

N/A

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion?

Please consider both impacts within City government (like employees and internal programs) and in the broader community.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

3. What is the Language Access Plan for communicating with the public about this legislation?

e. Climate change impacts:

N/A

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No

CB 121225: Information Technology Talent Modernization

Human Services, Labor, and Economic
Development Committee

July 17, 2026

July 17, 2026

Seattle Information Technology



City of Seattle

Presentation Agenda:

- 1  Talent Modernization Overview
- 2  Purpose of Proposed Legislation
- 3  Current State
- 4  Project Objectives
- 5  Financial Impacts
- 6  Next Steps

Overview



What is Talent Modernization?

- Multi-year effort to modernize the City of Seattle's classification and compensation structures for IT positions.
- This effort is to more accurately and clearly reflect the bodies of work performed and match them to industry standards.
- It is a partnership with Seattle Human Resources, Seattle IT, and Labor.

What are the current challenges?

- Compensation program created in 1997 (nearly 30-year-old system).
- There is no classification structure (no domains or levels).
- Cannot easily match to industry standard.
- Does not allow for easy analysis of future technology jobs trends

Purpose of Proposed Legislation

- Creates a new IT classification structure that defines technology roles by disciplinary domain and level of responsibility.
- What it does NOT do:
 - Legislation does not implement new classifications or compensation programs, nor does it modify the existing ITP classification structure.
- Legislation establishes only the foundational structures for the necessary classification title development, compensation grade assignment, pay structure, in order to conduct labor negotiations.



Project Objectives



Consistent Pay Practices: Adjusting pay more easily to market changes



Retention and Satisfaction: The transparent path to higher pay improves employee morale and loyalty.



Administration: Easier for management to justify and for administrators to manage.



Reduced Bias: Because increases are based on time or objective, predefined milestones rather than performance ratings, it reduces pay disparity issues.



Budget Consistency: Organizations can more easily negotiate with unions, and it is easier to forecast budget changes.

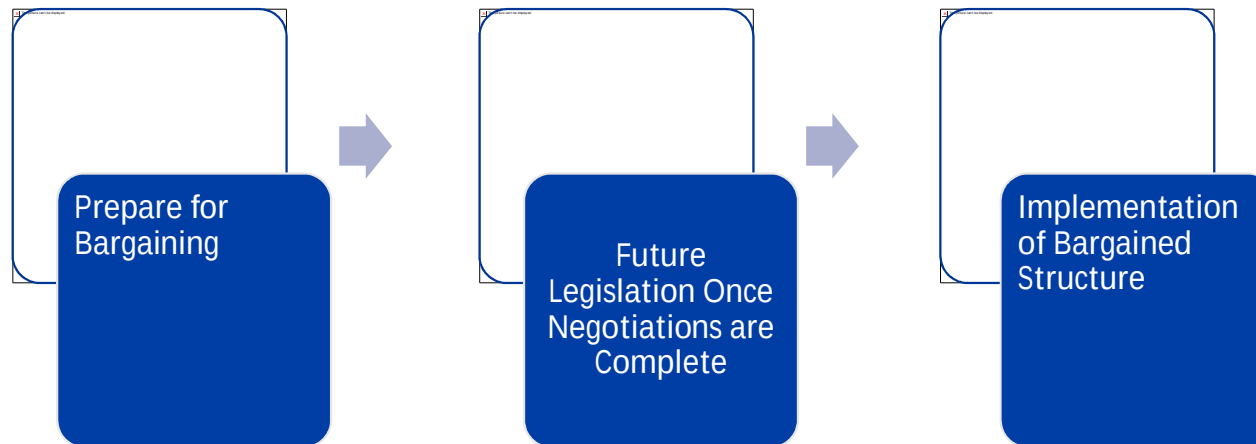
Financial Impacts

There likely will be financial impacts when employees are placed into this new structure, but those impacts cannot be determined at this time and would be subject to bargaining. Any potential downstream financial impacts of moving employees into the new structure would be presented to Council as part of Collective Bargaining Agreement with L77 ITP.



Next Steps

Council action on CB 121225 establishes a new IT classification structure and provides a foundation for future legislation.





Thank you

CB 121225:
Information Technology Talent Modernization

July 17, 2026

Seattle Information Technology



City of Seattle



Legislation Text

File #: Inf 2925, **Version:** 1

Briefing on Commercial Affordability for Small Businesses

Commercial Affordability Briefing

Community Wealth Building

Human Services, Labor & Economic Development Committee
July 17, 2026

Alicia Teel, Deputy Director

Heidi Hall, Community Wealth Building Manager

Broderick Hutchins, Advisor for Commercial Real Estate & Affordability



Community Wealth Building Strategies



Our team works to close **racial wealth gaps and interrupt displacement** through investments, partnerships, and policies that build community wealth.



Expand BIPOC **ownership & tenancy of commercial real estate**; Increase access to affordable capital; Build business support ecosystems and pathways for growth; Pilot scalable models that keep wealth in communities.



Our approach to economic development keeps wealth in our communities with an emphasis on **economic justice, shared wealth, and ownership of local assets**.

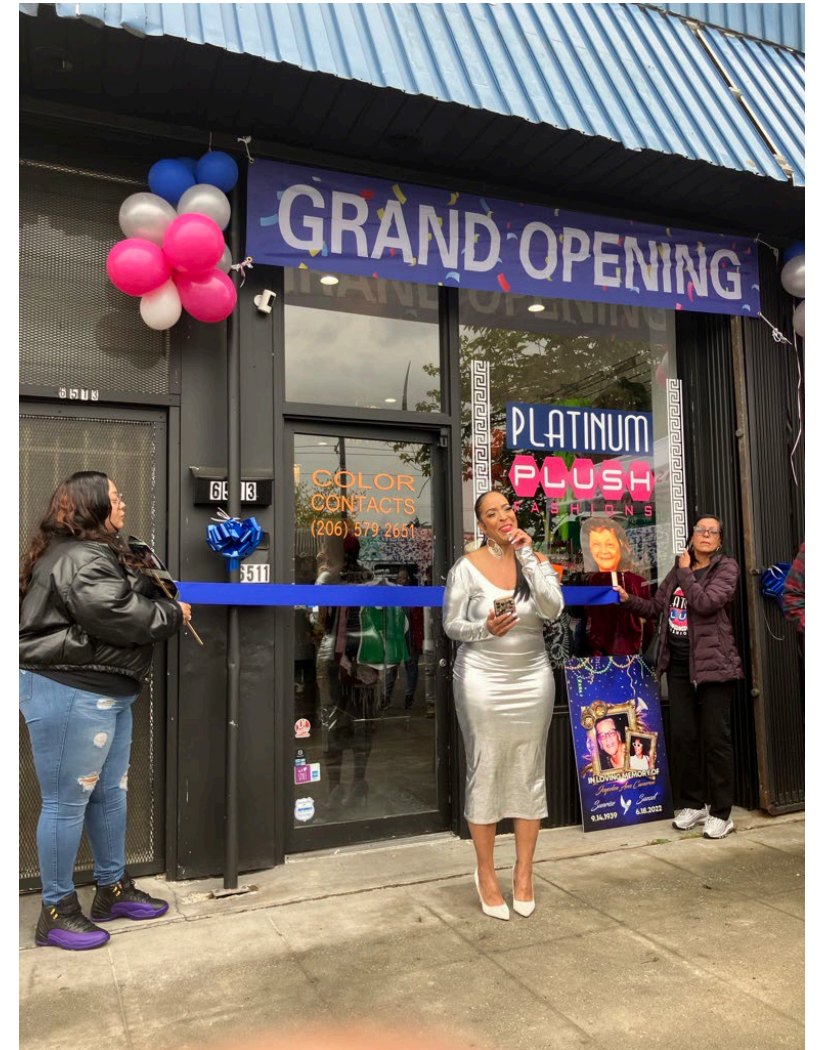


Commercial Affordability

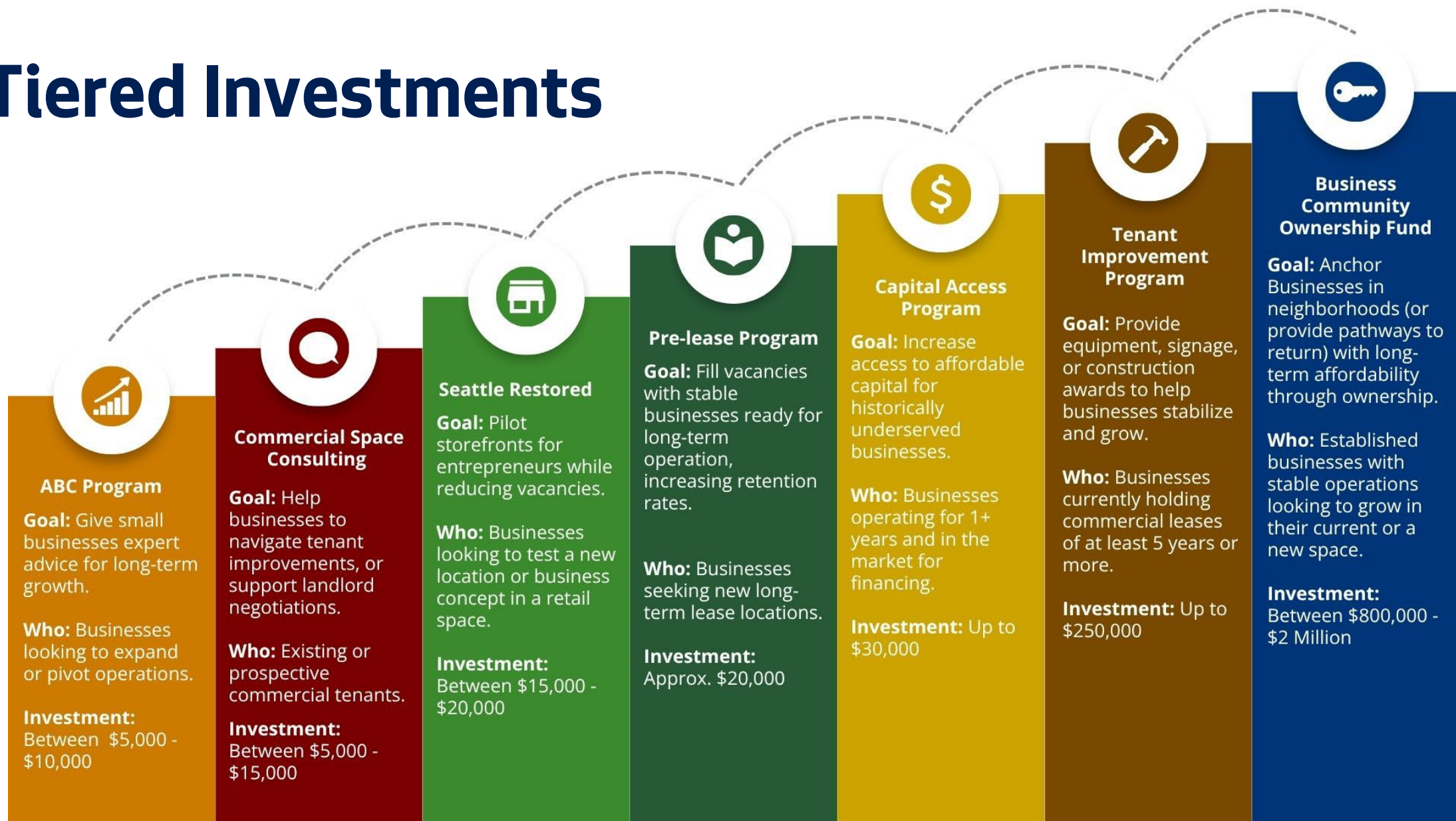
Goal: Increase business ownership and tenancy of commercial space to anchor small businesses in our neighborhoods.

Outcomes:

- Stability through long-term leases/ ownership
- Increased profitability and generational wealth through business ownership
- Neighborhood vibrancy



Tiered Investments



Strategy Example: Lake City

- In 2025, **Seattle Restored** launched its first neighborhood expansion in Lake City creating space for 24 businesses to pilot storefront locations and commercial kitchen space.
- After seeing a desire for businesses to stay in the neighborhood, the CWB team relaunched the **Pre-Lease Program** and leveraged **ABC consultants** get businesses lease-ready.
- Temporary activation to permanent neighborhood anchor via **BCOF**, creating an affordable space option for lease-ready businesses to stay in Lake City.
- The coyote central space unlocked more opportunities to collaborate with the neighborhood, leading to the launch of the Reuse Commons through **Seattle Restored**.



Strategy Example: Othello

- **Tenant Improvement** projects are heavily focused on Othello, with 14 completed over the course of the program since 2023 (and 4 2026 finalists) due to need. There are older commercial spaces and many legacy businesses with aging equipment in this area.
- **Commercial space consultants** have supported impactful lease negotiation issues that occur often in this area, especially around multi-tenant commercial spaces owned by smaller landlords.
- **BCOF** purchased two commercial spaces in Othello at Atrium Court which are now being matched with tenants
- Community lending partners help businesses get capital ready and access affordable financing via **ABC** and **Capital Access Program**.



Commercial Affordability Challenges



Rising commercial rents, escalating construction costs, and permitting complexity make it too expensive for many small businesses to enter a commercial space.

- Businesses invest all their capital into tenant improvements which can compromise the sustainability of their business.
- Lease education is a gap, and the complexity and fairness of commercial leases varies widely.
- Permitting change of use adds high cost of more work and time needed to make space usable.
- Costs continue to rise – insurance, wages, inflation, inventory – while revenue and customer behavior has not recovered to pre-pandemic levels.



Legislation Text

File #: Inf 2926, **Version:** 1

Roundtable on Commercial Affordability