



SEATTLE CITY COUNCIL
CENTRAL STAFF

2026 Citywide Pay Zone Ordinance

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GOVERNANCE, ACCOUNTABILITY & ECONOMIC DEVELOPMENT COMMITTEE

12/4/2025

Purpose of the Pay Zone Ordinance

- Complies with the rule that all proposed changes to the City's compensation and classification structures must be approved by City Council.
- Increases the pay band ranges by 3.6%, the previously adopted Annual Wage Increase (AWI), for the City's discretionary pay programs impacting positions like executives, managers, strategic advisors, and other discreet titles like Police and Fire Chief.
- For example:

Classification Title	2025 Pay Zone Rate	2026 Pay Zone Rate Increased by 3.6%
Strategic Advisor 1	\$50.08 - \$75.12	\$51.88 - \$77.82

Compensation Structure Maintenance

- This process is completed every year.
- The Seattle Municipal Code grants Seattle Human Resources the responsibility to maintain the City's compensation and classification structures.
- This ordinance provides routine system maintenance functions that implements other Council-approved legislation.

Implementation of 2026 Pay Zones

- This maintenance legislation allows City departments to process the AWI's previously approved in the budget and collective bargaining agreements.
- Pay rates for 2026 shall be effective December 31, 2025, to ensure implementation January 1, 2026.

Questions?