

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
Seattle Department of Human Resources	Shane Eubank	Alyssa Ha

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment, commonly referred to as the Pay Zone Ordinance; adjusting the pay zones for titles in the City’s discretionary pay programs; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation proposes the adjustments to the pay structures for various discretionary pay programs, including the Accountability Pay for Executives (APEX) Program; Manager and Strategic Advisor Compensation Program; Electric Utility Executive (EUE) Compensation Program; Information Technology Professional (ITP) Compensation Program; Investments/Debt Director Compensation Program; Legislative Department’s Broadbands; Power Marketing Compensation Program; Seattle City Light General Manager and Chief Executive Officer Compensation Program; Mayoral Staff Assistant Discretionary Pay Program; Assistant City Attorney Discretionary Pay Program; Seattle Police Chief Compensation Program; Magistrate Program; Seattle Public Utilities General Manager and Chief Executive Officer Compensation Program; Seattle Information Technology Chief Technology Officer Compensation Program; and the Seattle Fire Chief Compensation Program.

Various pay programs, collectively known as discretionary pay programs, provide for annual or biennial review of the salary structures to remain competitive in the labor market. These adjustments do not automatically create additional costs. However, the Executive’s 2026 Proposed Budget grants all City departments the appropriate authority to increase compensation rates consistent with the percentage increases associated with the legislated changes in the discretionary pay programs.

2. CAPITAL IMPROVEMENT PROGRAM

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

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not set individual employee pay rates or provide additional appropriation authority. Fiscal impacts on employee pay resulting from these pay band changes are included in the 2026 Proposed Budget.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget, or if, by absorbing these costs, the department is deprioritizing other work that would have used these resources.

N/A

Please describe any financial costs or other impacts of *not* implementing the legislation.

If this legislation were not implemented, the pay zones for the City's various discretionary pay programs would remain at the 2025 pay zones, despite cost-of-living increases in 2026.

Please describe how this legislation may affect any City departments other than the originating department.

This legislation provides adjustments to the pay structures for the various discretionary pay programs. The discretionary pay programs include positions across all City departments.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

b. Is publication of notice with The Daily Journal of Commerce and/or The Seattle Times required for this legislation?

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.

N/A

ii. **Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.**

iii. **What is the Language Access Plan for any communications to the public?**
N/A

e. Climate Change Implications

i. **Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.**

N/A

ii. **Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.**

No.

f. **If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?**

N/A

g. **Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?**

No.

5. ATTACHMENTS

Summary Attachments: None