

1 **CITY OF SEATTLE**
2 **ORDINANCE 127367**
3 **COUNCIL BILL 121131**

4 AN ORDINANCE relating to City employment, commonly referred to as the Pay Zone
5 Ordinance; adjusting the pay zone structures for 2026 for the City's discretionary pay
6 programs; and ratifying and confirming certain prior acts.

7 WHEREAS, the Accountability Pay for Executives Program is set forth in Seattle Municipal
8 Code (SMC) Section 4.20.380, which provides for adjustments to the pay zones based on
9 a biennial labor market analysis of selected benchmark titles as recommended by the
10 Seattle Human Resources (SDHR) Director; and

11 WHEREAS, the Manager and Strategic Advisor Compensation Program is set forth in SMC
12 Section 4.20.390, which provides for adjustments to the pay zones based on a biennial
13 labor market analysis of selected benchmark titles as recommended by the SDHR
14 Director; and

15 WHEREAS, the Electric Utility Executive Compensation Program is set forth in SMC Section
16 4.20.401, which provides for adjustments to the pay zones at least every two years as
17 recommended by the SDHR Director; and

18 WHEREAS, the Information Technology Professional Compensation Program is set forth in
19 SMC Section 4.20.430, which provides for adjustments to the pay zones based on a
20 biennial labor market analysis of selected benchmark titles as recommended by the
21 SDHR Director; and

22 WHEREAS, the Investments/Debt Director Compensation Program is set forth in SMC
23 4.20.450, which provides for adjustments to the pay band at least every two years as
24 recommended by the SDHR Director; and

1 WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, Ordinance 120819, and

2 Ordinance 126193 provide that the SDHR Director shall act on behalf of the Legislative
3 Department's appointing authority to recommend all future adjustments to pay bands in
4 the Legislative Department Broadbands; and

5 WHEREAS, the Power Marketing Compensation Program was established by Ordinance

6 119351, which provides for adjustments to the pay band at least every two years as
7 recommended by the SDHR Director; and

8 WHEREAS, the City Light General Manager and Chief Executive Officer Compensation

9 Program was established by Ordinance 121176 and Ordinance 124507, which together
10 provide for adjustments to the pay band at least every two years as recommended by the
11 SDHR; and

12 WHEREAS, Ordinance 121787 established the Mayoral Staff Assistant Discretionary Pay

13 Program and provides for future adjustments to the pay zones to be consistent with cost-
14 of-living adjustments awarded to non-represented City Step Pay Program titles; and

15 WHEREAS, the Assistant City Attorney Discretionary Pay Program was established by

16 Ordinance 122007, which provides for adjustments to the pay band at least every two
17 years as recommended by the SDHR Director; and

18 WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance

19 124510, which provides for adjustments to the pay band at least every two years as
20 recommended by the SDHR Director for approval by the City Council; and

21 WHEREAS, the Magistrate Compensation Program was established by Ordinance 124586,

22 which provides for adjustments to the pay band at least every two years as recommended
23 by the SDHR Director; and

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

5 WHEREAS, the Seattle Information Technology Chief Technology Officer Compensation
6 Program was established by Ordinance 126029, which provides for adjustments to the
7 pay band at least every two years as recommended by the SDHR Director; and

8 WHEREAS, the Seattle Fire Chief Compensation Program was established by Ordinance
9 126513, which provides for adjustments to the pay band at least every two years as
10 recommended by the SDHR Director for approval by the City Council;

11 NOW, THEREFORE,

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

13 Section 1. Adjusting the pay zones in the Accountability Pay for Executives (APEX)
14 Program. As recommended by the Seattle Human Resources Director, the pay zones in the
15 APEX Program will be adjusted as shown below. The rates for 2026 shall be effective December
16 31, 2025.

<u>APEX Titles</u>	<u>2026 Pay Zone Rates</u>
Executive 1	\$56.60 - \$93.41
Executive 2	\$66.88 - \$110.35
Executive 3	\$78.96 - \$130.31
Executive 4	\$93.16 - \$153.70

17 Section 2. Adjusting the pay zones in the Manager and Strategic Advisor Compensation
18 Program. As recommended by the Seattle Human Resources Director, the pay zones in the
19 Manager and Strategic Advisor Compensation Program will be adjusted as shown below. The

1 adjustments to each pay zone shall encompass all occupational groups that constitute the class
2 series. The rates for 2026 shall be effective December 31, 2025.

<u>Manager Titles</u>	<u>2026 Pay Zone Rates</u>
Manager 1 (all classes)	\$51.88 - \$77.82
Manager 2 (all classes)	\$56.57 - \$84.88
Manager 3 (all classes)	\$61.90 - \$92.84

<u>Strategic Advisor Titles</u>	<u>2026 Pay Zone Rates</u>
Strategic Advisor 1 (all classes)	\$51.88 - \$77.82
Strategic Advisor 2 (all classes)	\$56.57 - \$84.88
Strategic Advisor 3 (all classes)	\$61.90 - \$92.84

3 Section 3. Adjusting the pay zones in the Electric Utility Executive (EUE) Compensation
4 Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in
5 the EUE Compensation Program shall be adjusted as shown below. The rates for 2026 shall be
6 effective December 31, 2025.

<u>EUE Titles</u>	<u>2026 Pay Zone Rates</u>
Electric Utility Executive 1	\$68.04 - \$108.83
Electric Utility Executive 2	\$78.22 - \$125.14
Electric Utility Executive 3, Director	\$101.99 - \$163.19
Electric Utility Executive 3, Officer	\$116.65 - \$186.65

7 Section 4. Adjusting the pay zones in the Information Technology Professional (ITP)
8 Compensation Pay Program. As recommended by the Seattle Human Resources Director, the pay
9 zones in the ITP Compensation Program will be adjusted as shown below. The rates for 2026
10 shall be effective December 31, 2025.

<u>ITP Titles</u>	<u>2026 Pay Zone Rates</u>
Information Technology Professional A, Exempt (Non-represented)	\$62.26 - \$93.41
Information Technology Professional B (Non-Represented)	\$54.52 - \$81.84
Information Technology C (Non-Represented)	\$47.69 - 71.53

1 Section 5. Adjusting the pay zones in the Investments/Debt Director Compensation
2 Program. As recommended by the Seattle Human Resources Director, the pay zones for the
3 following titles shall be adjusted as shown below. The rates for 2026 shall be effective December
4 31, 2025.

<u>Investments/Debt Director Titles</u>	<u>2026 Pay Zone Rates</u>
Investments/Debt Director	\$62.50 - \$124.95
Assistant Investments/Debt Director	\$62.50 - \$124.95

5 Section 6. Adjusting the pay zones in the Legislative Department and associated titles in
6 the City Auditor's Office. As recommended by the Seattle Human Resources Director, the pay
7 zones for the following titles shall be adjusted as shown below. The rates for 2026 shall be
8 effective December 31, 2025.

<u>Legislative Titles</u>	<u>2026 Pay Zone Rates</u>
Executive Manager-Legislative	\$56.60 - \$153.70
Executive Manager-City Auditor	\$56.60 - \$153.70
Hearing Examiner	\$65.00 - \$149.38
Hearing Examiner, Deputy	\$65.00 - \$149.38
Legislative Assistant	\$22.48 - \$76.53
Strategic Advisor-Audit	\$51.88 - \$92.84
Strategic Advisor-Legislative	\$51.88 - \$92.84
Manager-Legislative	\$51.88 - \$92.84

9 Section 7. Adjusting the pay zone for titles in the Power Marketing Compensation
10 Program. As recommended by the Seattle Human Resources Director, the pay zones for the
11 Power Marketing Compensation Program shall be as shown below. The rates for 2026 shall be
12 effective December 31, 2025.

<u>Power Marketer</u>	<u>2026 Pay Zone Rates</u>
Power Marketer (non-represented)	\$60.36 - \$105.03

13 Section 8. Adjusting the pay zone in the City Light General Manager and Chief
14 Executive Officer (CEO) Compensation Program. As recommended by the Seattle Human

1 Resources Director, the pay zone for the City Light General Manager and CEO Compensation
2 Program shall be as shown below. The rates for 2026 shall be effective December 31, 2025.

<u>City Light General Manager & CEO</u>	<u>2026 Pay Zone Rates</u>
City Light General Manager & CEO	\$162.94 - \$260.73

3 Section 9. Adjusting the pay zones in the Executive Department - Mayor's Office. As
4 recommended by the Seattle Human Resources Director, the pay zones for the following titles
5 shall be adjusted consistent with cost-of-living adjustments awarded to non-represented City
6 Step Pay Program titles. The rates for 2026 shall be effective December 31, 2025.

<u>Mayoral Staff Assistant Titles</u>	<u>2026 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$22.89 - \$44.77
Mayoral Staff Assistant 2	\$39.37 - \$78.75

7 Section 10. Adjusting the pay zone in the Assistant City Attorney (ACA) Discretionary
8 Pay Program. As recommended by the Seattle Human Resources Director, the pay zone for the
9 Assistant City Attorney Compensation Program shall be adjusted as shown below. The rates for
10 2026 shall be effective December 31, 2025.

<u>ACA Title</u>	<u>2026 Pay Zone Rates</u>
City Attorney, Assistant	\$45.77 - \$109.87

11 Section 11. Adjusting the pay zone in the Seattle Police Chief Compensation Program.
12 As recommended by the Seattle Human Resources Director, the pay zone for the Seattle Police
13 Chief Compensation Program shall be as shown below. The rates for 2026 shall be effective
14 December 31, 2025.

<u>Seattle Police Chief</u>	<u>2026 Pay Zone Rates</u>
Seattle Police Chief	\$112.21 - \$179.55

15 Section 12. Adjusting the pay zone in the Magistrate Compensation Program. As
16 recommended by the Seattle Human Resources Director, the pay zone for the Magistrate

1 Compensation Program shall be as shown below. The rates for 2026 shall be effective December
2 31, 2025.

<u>Magistrate</u>	<u>2026 Pay Zone Rates</u>
Magistrate	\$59.16 - \$88.76

3 Section 13. Adjusting the pay zone in the Seattle Public Utilities (SPU) General Manager
4 and Chief Executive Officer (CEO) Compensation Program. As recommended by the Seattle
5 Human Resources Director, the pay zone for the SPU General Manager and CEO Compensation
6 Program shall be as shown below. The rates for 2026 shall be effective December 31, 2025.

<u>SPU General Manager & CEO</u>	<u>2026 Pay Zone Rates</u>
SPU General Manager & CEO	\$136.59 - \$218.54

7 Section 14. Adjusting the pay zone in the Chief Technology Officer Compensation
8 Program. As recommended by the Seattle Human Resources Director, the pay zone for the Chief
9 Technology Officer shall be as shown below. The rates for 2025 shall be effective December 31,
10 2025.

<u>Chief Technology Officer</u>	<u>2026 Pay Zone Rates</u>
Chief Technology Officer	\$103.78 - \$171.23

11 Section 15. Adjusting the pay zone in the Seattle Fire Chief Compensation Program. As
12 recommended by the Seattle Human Resources Director, the pay zone for the Seattle Fire Chief
13 Compensation Program shall be as shown below. The rates for 2026 shall be effective December
14 31, 2025.

<u>Seattle Fire Chief</u>	<u>2026 Pay Zone Rates</u>
Seattle Fire Chief	\$112.21 - \$179.55

15 Section 16. Any act consistent with the authority of this ordinance taken prior to its
16 effective date is ratified and confirmed.

Section 17. This ordinance shall take effect as provided by Seattle Municipal Code Sections 1.04.020 and 1.04.070.

Passed by the City Council the 9th day of December, 2025,
and signed by me in open session in authentication of its passage this 9th day of
December, 2025.

Sara K. Ulser

President _____ of the City Council

Approved / returned unsigned / vetoed this 11th day of December, 2025.

Bruce D. Hanell

Bruce A. Harrell, Mayor

Filed by me this 11th day of December, 2025.



Scheereen Dedman, City Clerk

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