

CITY OF SEATTLE
ORDINANCE 127367
COUNCIL BILL 121131

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

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

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

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

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

WHEREAS, the Investments/Debt Director Compensation Program is set forth in SMC 4.20.450, which provides for adjustments to the pay band at least every two years as 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

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

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

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

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

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

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

adjustments to each pay zone shall encompass all occupational groups that constitute the class series. The rates for 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

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

Section 4. Adjusting the pay zones in the Information Technology Professional (ITP) Compensation Pay Program. As recommended by the Seattle Human Resources Director, the pay zones in the ITP Compensation Program will be adjusted as shown below. The rates for 2026 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

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

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

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

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

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

Resources Director, the pay zone for the City Light General Manager and CEO Compensation 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

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

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

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

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

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

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

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

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

Section 13. Adjusting the pay zone in the Seattle Public Utilities (SPU) General Manager and Chief Executive Officer (CEO) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zone for the SPU General Manager and CEO Compensation 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

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

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

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

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

Section 16. Any act consistent with the authority of this ordinance taken prior to its 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.



President _____ of the City Council

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



Bruce A. Harrell, Mayor

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



Scheereen Dedman, City Clerk

(Seal)