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CITY OF SEATTLE
ORDINANCE 127174
COUNCIL BILL 120925

AN ORDINANCE relating to City employment, commonly referred to as the Fourth Quarter 2024 Employment Ordinance; exempting positions from the Civil Service System; returning positions to the Civil Service System; retitling existing titles; establishing new titles; and adjusting salaries for existing titles; all by a 2/3 vote of the City Council.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Exempting positions from Civil Service. As recommended by the Seattle Human Resources Director, four positions in Seattle City Light, the Seattle Police Department, and Seattle Public Utilities, as identified in Attachment 1, Table 1 to this ordinance, are exempted from the Civil Service System in accordance with their new classification titles.

Section 2. Returning positions to Civil Service. As recommended by the Seattle Human Resources Director, 11 positions in the Community Assisted Response and Engagement Department, Finance and Administrative Services, the Office of City Finance, the Office of Economic Development, the Seattle Department of Human Resources, the Seattle Police Department, and Seattle Public Utilities, as identified in Attachment 1, Table 2 to this ordinance, are returned to the Civil Service System in accordance with their new classification titles.

Section 3. Retitling existing titles and salaries. As recommended by the Seattle Human Resources Director, two existing classification titles requested by the Seattle Center and the Seattle Department of Human Resources are retitled and corresponding salary rates are established, as identified in Attachment 1, Table 3 to this ordinance, effective as of the dates shown, and pay authorized as of the effective dates.

Section 4. Establishing new titles and salaries. As recommended by the Seattle Human Resources Director, 13 new classification titles requested by Finance and Administrative

1 Services, the Seattle City Employees' Retirement System, Seattle City Light, the Seattle
2 Department of Human Resources, the Seattle Fire Department, and Seattle Public Utilities are
3 created and corresponding rates of pay are established, as identified in Attachment 1, Table 4 to
4 this ordinance, effective as of the date shown, and pay authorized as of the effective dates.

5 Section 5. Adjusting salaries for existing titles. As recommended by the Seattle Human
6 Resources Director, salary rates for two existing classification titles requested by the Seattle Fire
7 Department and the Human Services Department are adjusted, as identified in Attachment 1,
8 Table 5 to this ordinance, effective as of the date shown, and pay authorized as of the effective
9 dates.

1 Section 6. This ordinance shall take effect as provided by Seattle Municipal Code
2 Sections 1.04.020 and 1.04.070.

3 Passed by a 2/3 vote of all the members of the City Council the 21st day of
4 January, 2025, and signed by me in open session in authentication of its
5 passage this 21st day of January, 2025.

6 

7 President _____ of the City Council

Approved / returned unsigned / vetoed this 24th day of January, 2025.

8 

9 Bruce A. Harrell, Mayor

10 Filed by me this 24th day of January, 2025.

11 

12 Scheereen Dedman, City Clerk

13 (Seal)

14 Attachments:
15 Attachment 1 – 2024 Q4 Employment Actions

Table 1: Positions exempted from the Civil Service System

Department	Request #	Position Number	New Classification Title
SPU	REQ21299	10007381	Information Technology Professional A, Exempt
SPU	REQ21097	00024508	Information Technology Professional A, Exempt
SPD	REQ21581	00026027	Strategic Advisor 3, Exempt
SCL	REQ21459	00025261	Information Technology Professional A, Exempt—BU

Table 2: Positions returning to the Civil Service System

Department	Request #	Position Number	New Classification Title
SPU	REQ20819	10007994	Strategic Advisor 2, Utilities-BU-P
SPU	REQ21261	10007995	Strategic Advisor 2, Utilities-BU-P
SDHR	REQ21424	00010928	Personnel Analyst, Senior
SPD	REQ21454	00006349	Personnel Specialist, Assistant
OCF	REQ21563	10008064	Information Technology Professional B-BU
OCF	REQ21563	10008065	Information Technology Professional B-BU
OED	REQ21585	10008015	Community Development Specialist, Senior
FAS	REQ21589	00015712	Painter Crew Chief
OED	REQ21596	10007799	Strategic Advisor 1, General Government
CARE	REQ21628	10007202	Manager 1, Information Technology
OED	REQ21795	10008014	Strategic Advisor 1, General Government

Table 3: Retitling of existing classification titles

Department/ Request #	Current Title	New Title	Salary Steps/Range	Effective Date
Seattle Center/ REQ21724	Facility Techl Supv/SC	HVAC Tech Supv/SC	\$73.27 - \$76.04 - \$78.97 - \$81.98 - \$85.04	9/11/2024
SDHR/ REQ21766	Special Exams Analyst	Public Safety Civil Service Examiner	\$43.97 - \$45.71 - \$47.56 - \$49.32 - \$51.22	10/1/2024

Table 4: Establishment of new classification titles and salaries

Department/ Request #	New Title	Salary Steps	Effective Date
SCERS/ REQ21542	Retirement Specialist, Senior	\$51.22 - \$53.19 - \$55.33 - \$57.51 - \$59.63	5/10/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Trainee	\$40.71 - \$42.32 - \$43.97 - \$45.71 - \$47.56	10/1/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Senior	\$51.22 - \$53.19 - \$55.33 - \$57.51 - \$59.63	10/1/2024
SDHR/ REQ21766	Public Safety Civil Service Examiner, Supervisor	\$59.63 - \$61.95 - \$64.25 - \$66.69 - \$69.22	10/1/2024
SFD/ REQ21273	Fire Equipment Technician, Senior	\$37.07 - \$38.46 - \$40.02 - \$41.52 - \$43.10	10/1/2024
SFD/ REQ21273	Fire Equipment Technician, Supervisor	\$40.02 - \$41.52 - \$43.10 - \$44.83 - \$46.71	10/1/2024
SCL/ REQ21513	Conservation Fish Hatchery, Assistant	\$30.13 - \$31.33 - \$32.42 - \$33.71 - \$34.96	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Assistant	\$39.22 - \$40.71 - \$42.32 - \$43.97 - \$45.71	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator	\$45.71 - \$47.56 - \$49.32 - \$51.22 - \$53.19	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Senior	\$49.32 - \$51.22 - \$53.19 - \$55.33 - \$57.51	1/1/2025
SPU/ REQ21471	Water Treatment Plant Operator, Supervisor	\$54.30 - \$56.39 - \$58.65 - \$60.83 - \$63.15	1/1/2025
FAS/ REQ21426	Veterinarian	\$67.91 - \$70.56 - \$73.27 - \$76.04 - \$78.97	1/1/2025
FAS/ REQ21426	Veterinarian, Principal	\$78.97 - \$81.98 - \$85.04 - \$88.34 - \$91.69	1/1/2025

**Salary steps effective after December 31, 2024, have not been pre-adjusted to reflect any 2025 annual wage increases.*

Table 5: Adjustment of salaries for existing classification titles

Department/ Request #	Classification Title	Salary Steps/Range	Effective Date
SFD/ REQ21273	Fire Equipment Technician	\$34.40 - \$35.68 - \$37.07 - \$38.46 - \$40.02	10/1/2024
HSD/None	CounsIr* (Temporary)	\$39.49 - \$40.97 - \$42.63 - \$44.23 - \$45.92	1/1/2025