

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; adjusting the pay zones for titles in the City’s Information Technology Professional (ITP) Compensation Program; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation proposes adjustments to the pay structures for the Information Technology Professional (ITP) Compensation Program. The proposed adjustments are consistent with the percentage increases that are reflected in the City’s negotiated agreements with the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals’ Unit in Ordinance 127334.

Various pay programs, collectively known as discretionary pay programs, provide for annual or biennial reviews of salary structures to remain competitive in the labor market. These adjustments do not automatically create additional costs. The Seattle Department of Human Resources submits legislation, commonly known as the Pay Zone ordinance, annually or biennially, that grants all City departments the necessary authority to increase compensation rates in accordance with the percentage increases resulting from the legislated changes to the discretionary pay programs.

This legislation supersedes the Information Technology Professional (ITP) Compensation Program rates in the 2026 Pay Zone Ordinance 127367 to create parity with represented ITP rates in Ordinance 127334.

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.

This legislation adjusts the pay structure for non-represented Information Technology Professionals to align with represented classifications. It does not change individual employee pay rates, which, at a minimum, must stay within the range, but are at the department's discretion. Compensation changes for non-represented employees resulting from this legislation will be subject to review and approval by department Appointing Authorities.

The 2026 Adopted Budget allocates funds for a 3.6% pay increase for all non-represented employees, including those in specified titles. If department Appointing Authorities adjust current employee salaries to ensure compliance with minimum pay standards or to achieve wage parity, they may need to submit a supplemental budget request in 2026. This request would cover the difference between the 3.6% increase and the 4.15% increase approved in the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' Unit ordinance. Such requests will be evaluated in the context of the department's overall budget needs for 2026 and beyond, and if determined as needed, will be absorbed within current planning reserves.

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. The legislation is needed to implement elements of collective bargaining agreements and other labor agreements authorized by other legislation.

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 implications 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 the 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.**

N/A

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

6. ATTACHMENTS

Summary Attachments: None