

CITY OF SEATTLE
ORDINANCE 127007
COUNCIL BILL 120759

AN ORDINANCE relating to City employment, commonly referred to as the Pay Zone Ordinance; adjusting the pay zone structures for 2023 and 2024 for the City’s discretionary pay programs; and ratifying and confirming certain prior acts.

WHEREAS, the Accountability Pay for Executives (APEX) Discretionary Pay Program is set forth in Seattle Municipal Code 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 Director; and

WHEREAS, the Strategic Advisor and Manager (SA/M) Discretionary Pay Program is set forth in Seattle Municipal Code 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 Seattle Human Resources Director; and

WHEREAS, the Information Technology Professional (ITP) Discretionary Program is set forth in Seattle Municipal Code 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 Seattle Human Resources Director; and

WHEREAS, the Investments/Debt Director Compensation Program is set forth in Seattle Municipal Code 4.20.450, which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, the Electric Utility Executive (EUE) Compensation Program is set forth in Seattle Municipal Code Section 4.20.401, which provides for adjustments to the pay zones at least every two years as recommended by the Seattle Human Resources Director; and

1 WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, Ordinance 120819, and
2 Ordinance 126193 provide that the Seattle Human Resources Director shall act on behalf
3 of the Legislative Department’s appointing authority to recommend all future adjustments
4 to pay bands in the Legislative Department Broadbands; and

5 WHEREAS, Ordinance 121787 established the Mayoral Staff Assistant Discretionary Pay
6 Program and provides for future adjustments to the pay zones to be consistent with cost
7 of living adjustments awarded to non-represented City Step Pay Program titles; and

8 WHEREAS, the Assistant City Attorney (ACA) Discretionary Pay Program was established by
9 Ordinance 122007, which provides for adjustments to the pay band at least every two
10 years as recommended by the Seattle Human Resources Director; and

11 WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance
12 124510, which provides for adjustments to the pay band at least every two years as
13 recommended by the Seattle Human Resources Director for approval by the City
14 Council; and

15 WHEREAS, the Seattle Fire Chief Compensation Program was established by Ordinance
16 126513, which provides for adjustments to the pay band at least every two years as
17 recommended by the Seattle Human Resources Director for approval by the City
18 Council; and

19 WHEREAS, the City Light General Manager and Chief Executive Officer Compensation
20 Program was established by Ordinance 121176 and Ordinance 124507, which together
21 provide for adjustments to the pay band at least every two years as recommended by the
22 Seattle Human Resources Director; and

1 WHEREAS, the Magistrate Compensation Program was established by Ordinance 124586,
2 which provides for adjustments to the pay band at least every two years as recommended
3 by the Seattle Human Resources Director; and

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

8 WHEREAS, the Seattle Information Technology Chief Technology Officer Compensation
9 Program was established by Ordinance 126029, which provides for adjustments to the
10 pay band at least every two years as recommended by the Seattle Human Resources
11 Director; 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 Discretionary Pay Program. As recommended by the Seattle Human Resources Director, the pay
15 zones in the APEX Compensation Program will be adjusted as shown below. The rates for 2023
16 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>APEX Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Executive 1	\$50.27 – \$82.96	\$52.53 – \$86.69
Executive 2	\$59.41 – \$98.01	\$62.08 – \$102.42
Executive 3	\$70.13 – \$115.73	\$73.29 – \$120.94
Executive 4	\$82.74 – \$136.51	\$86.46 – \$142.65

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18 Section 2. Adjusting the pay zones in the Manager Compensation Program and the
19 Strategic Advisor Compensation Program. As recommended by the Seattle Human Resources
20 Director, the pay zones in the Strategic Advisor and Manager Discretionary Pay Program will be
21 adjusted as shown below. The adjustments to each pay zone shall encompass all occupational

1 groups that constitute the class series. The rates for 2023 shall be effective January 4, 2023. The
2 rates for 2024 shall be effective January 3, 2024.

Strategic Advisor Titles	2023 Pay Zone Rates	2024 Pay Zone Rates
Strategic Advisor 1 (all classes)	\$46.08 – \$69.12	\$48.19 – \$72.23
Strategic Advisor 2 (all classes)	\$50.24 – \$75.39	\$52.50 – \$78.78
Strategic Advisor 3 (all classes)	\$54.98 – \$82.45	\$57.45 – \$86.16

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Manager Titles	2023 Pay Zone Rates	2024 Pay Zone Rates
Manager 1 (all classes)	\$46.08 – \$69.12	\$48.19 – \$72.23
Manager 2 (all classes)	\$50.24 – \$75.39	\$52.50 – \$78.78
Manager 3 (all classes)	\$54.98 – \$82.45	\$57.45 – \$86.16

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5 Section 3. Adjusting the pay zones in the Information Technology Professional
6 Discretionary Pay Program. As recommended by the Seattle Human Resources Director, the pay
7 zones in the Information Technology Professional Compensation Program will be adjusted as
8 shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be
9 effective January 3, 2024.

Information Technology Professional Titles	2023 Pay Zone Rates	2024 Pay Zone Rates
Information Technology Professional A, Exempt	\$54.49 – \$81.74	\$56.94 – \$85.42
Information Technology Professional B (Non-Represented & Represented)	\$48.18 – \$72.30	\$50.35 – \$75.55
Information Technology Professional C (Non-Represented & Represented)	\$42.13 – \$63.18	\$44.03 – \$66.02

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1 Section 4. Adjusting the pay band in the Investments/Debt Director Compensation
2 Program. As recommended by the Seattle Human Resources Director, the pay band for the
3 following titles shall be adjusted as shown below. The rates for 2023 shall be effective January 4,
4 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Investments/Debt Director Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Investments/Debt Director	\$55.51 – \$110.98	\$58.01 – \$115.97
Assistant Investments/ Debt Director	\$55.51 – \$110.98	\$58.01 – \$115.97

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6 Section 5. Adjusting the pay zones in the Electric Utility Executive (EUE) Compensation
7 Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in
8 the EUE Compensation Program shall be adjusted as shown below. The rates for 2023 shall be
9 effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>EUE Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Electric Utility Executive 1	\$60.43 – \$96.66	\$63.15 – \$101.01
Electric Utility Executive 2	\$69.47 – \$111.14	\$72.60 – \$116.14
Electric Utility Executive 3, Director	\$90.58 – \$144.94	\$94.66 – \$151.46
Electric Utility Executive 3, Officer	\$103.61 – \$165.77	\$108.27 – \$173.23

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11 Section 6. Adjusting the pay bands in the Legislative Department and associated titles in
12 the City Auditor’s Office. As recommended by the Seattle Human Resources Director, the pay
13 bands for the following titles shall be adjusted as shown below. The rates for 2023 shall be
14 effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

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<u>Legislative Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Executive Manager-Legislative	\$50.27 – \$136.51	\$52.53 – \$142.65
Executive Manager-City Auditor	\$50.27 – \$136.51	\$52.53 – \$142.65
Hearing Examiner	\$57.73 – \$132.67	\$60.33 – \$138.64
Hearing Examiner, Deputy	\$57.73 – \$132.67	\$60.33 – \$138.64
Legislative Assistant	\$19.72 – \$67.97	\$20.87 – \$71.03
Strategic Advisor-Audit	\$46.08 – \$82.45	\$48.15 – \$86.16
Strategic Advisor-Legislative	\$46.08 – \$82.45	\$48.15 – \$86.16
Manager-Legislative	\$46.08 – \$82.45	\$48.15 – \$86.16

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Section 7. 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 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Mayoral Staff Assistant Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$20.33 – \$39.76	\$21.24 – \$41.55
Mayoral Staff Assistant 2	\$34.97 – \$69.94	\$36.54 – \$73.09

Section 8. Adjusting the pay band in the Assistant City Attorney Discretionary Pay Program. As recommended by the Seattle Human Resources Director, the pay band for the Assistant City Attorney Compensation Program shall be adjusted as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Assistant City Attorney</u> <u>Title</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
City Attorney, Assistant	\$40.65 – \$97.58	\$42.48 – \$101.97

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Section 9. Adjusting the pay band in the Seattle Police Chief Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Seattle Police Chief Compensation Program shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Seattle Police Chief</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Seattle Police Chief	\$99.66 – \$159.46	\$104.14 – \$166.64

Section 10. Adjusting the pay band in the Seattle Fire Chief Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Seattle Fire Chief Compensation Program shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Seattle Fire Chief</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Seattle Fire Chief	\$99.66 – \$159.46	\$104.14 – \$166.64

Section 11. Adjusting the pay band in the City Light General Manager and Chief Executive Officer Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the City Light General Manager and Chief Executive Officer Compensation Program shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>City Light GM/CEO</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
City Light GM/CEO	\$144.72 – \$231.57	\$151.23 – \$241.99

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Section 12. Adjusting the pay band in the Magistrate Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Magistrate Compensation Program shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Magistrate</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Magistrate	\$52.54 – \$78.83	\$54.90 – \$82.38

Section 13. Adjusting the pay band in the Seattle Public Utilities General Manager and Chief Executive Officer Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Seattle Public Utilities General Manager and Chief Executive Officer Compensation Program shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>SPU GM/CEO</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
SPU GM/CEO	\$121.31 – \$194.11	\$126.77 – \$202.84

Section 14. Adjusting the pay band in the Chief Technology Officer Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Chief Technology Officer shall be as shown below. The rates for 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Chief Technology Officer</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
Chief Technology Officer	\$92.17 – \$152.08	\$96.32 – \$158.92

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

1 Section 16. This ordinance shall take effect as provided by Seattle Municipal Code
2 Sections 1.04.020 and 1.04.070.

3 Passed by the City Council the 2nd day of April, 2024,
4 and signed by me in open session in authentication of its passage this 2nd day of
5 April, 2024.

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7 President _____ of the City Council

Approved / returned unsigned / vetoed this 5th day of April, 2024.

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9 Bruce A. Harrell, Mayor

10 Filed by me this 5th day of April, 2024.

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12 Scheereen Dedman, City Clerk

13 (Seal)