



SEATTLE CITY COUNCIL

Legislative Summary

CB 118602

Record No.: CB 118602

Type: Ordinance (Ord)

Status: Passed

Version: 1

124974

In Control: City Clerk

File Created: 12/16/2015

Final Action: 01/14/2016

Title: AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Burgess

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	12/22/2015	Mayor's leg transmitted to Council	City Clerk			
	Action Text:		The Council Bill (CB) was Mayor's leg transmitted to Council. to the City Clerk				
	Notes:						
1	City Clerk	12/28/2015	sent for review	Council President's Office			
	Action Text:		The Council Bill (CB) was sent for review. to the Council President's Office				
	Notes:						
1	Council President's Office	12/30/2015	referred	Full Council			
	Action Text:		The Council Bill (CB) was referred. to the Full Council				
	Notes:						
1	Full Council	01/04/2016	referred	Full Council			
	Action Text:		The Council Bill (CB) was referred. to the Full Council				
	Notes:						
1	Full Council	01/11/2016	passed				Pass

Action Text: The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:

Notes: Motion was made and duly seconded to pass Council Bill 118602.

In Favor: 9 Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember O'Brien, Councilmember Sawant

Opposed: 0

1 City Clerk 01/12/2016 submitted for Mayor
Mayor's signature

Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor

Notes:

1 Mayor 01/14/2016 Signed

Action Text: The Council Bill (CB) was Signed.

Notes:

1 Mayor 01/14/2016 returned City Clerk

Action Text: The Council Bill (CB) was returned. to the City Clerk

Notes:

1 City Clerk 01/14/2016 attested by City Clerk

Action Text: The Ordinance (Ord) was attested by City Clerk.

Notes:

CITY OF SEATTLE
ORDINANCE 124974
COUNCIL BILL 118602

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

WHEREAS, the Accountability Pay for Executives Program (APEX) was established by 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 Manager Compensation Program and the Strategic Advisor Compensation Program were established by 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 Compensation Program was established by Seattle Municipal Code Section 4.20.430, which provides for annual adjustments to the pay zones based on a labor market analysis of selected benchmarks that is conducted as needed, but at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, the Investments/Debt Director Compensation Program was established by 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

1 WHEREAS, the Electric Utility Executive Compensation Program was established by Seattle
2 Municipal Code Section 4.20.401, which provides for adjustments to the pay zones at
3 least every two years as recommended by the Seattle Human Resources Director; and

4 WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, and Ordinance 120819
5 provides that the Seattle Human Resources Director shall act on behalf of the Legislative
6 Department's appointing authority to recommend all future adjustments to pay bands in
7 the Legislative Department Broadbands; and

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

11 WHEREAS, the Assistant City Attorney Compensation Program was established by Ordinance
12 122007, which provides for adjustments to the pay band at least every two years as
13 recommended by the Seattle Human Resources Director; and

14 WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance
15 124510, which provides for adjustments to the pay band at least every two years as
16 recommended by the Seattle Human Resources Director for approval by the City
17 Council; and

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

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

WHEREAS, Council Bill _____ gives City Departments appropriation authority to cover compensation increases resulting from this ordinance; 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) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones in the APEX Compensation Program will be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>APEX Titles</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
Executive 1	\$37.89 - \$62.53	\$38.65 - \$63.78	\$39.42 - \$65.06
Executive 2	\$44.78 - \$73.88	\$45.68 - \$75.36	\$46.59 - \$76.86
Executive 3	\$52.86 - \$87.23	\$53.92 - \$88.98	\$55.00 - \$90.76
Executive 4	\$62.37 - \$102.91	\$63.62 - \$104.97	\$64.89 - \$107.07

<u>APEX Titles</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
Executive 1	\$40.41 - \$66.68	\$41.52 - \$68.52
Executive 2	\$47.75 - \$78.79	\$49.07 - \$80.95
Executive 3	\$56.37 - \$93.03	\$57.92 - \$95.59
Executive 4	\$66.51 - \$109.74	\$68.34 - \$112.76

Section 2. Adjusting the pay zones in the Manager Compensation Program and the Strategic Advisor Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones in the Manager Compensation Program and the Strategic Advisor Compensation Program will be adjusted as shown below. The adjustments to each pay zone shall encompass all occupational groups which constitute the class series. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Manager Titles</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
Manager 1 (all classes)	\$34.73 - \$52.10	\$35.43 - \$53.15	\$36.14 - \$54.21
Manager 2 (all classes)	\$37.87 - \$56.82	\$38.63 - \$57.96	\$39.40 - \$59.12
Manager 3 (all classes)	\$41.44 - \$62.16	\$42.27 - \$63.40	\$43.11 - \$64.67

<u>Manager Titles</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
Manager 1 (all classes)	\$37.04 - \$55.57	\$38.06 - \$57.09
Manager 2 (all classes)	\$40.39 - \$60.60	\$41.50 - \$62.27
Manager 3 (all classes)	\$44.19 - \$66.29	\$45.41 - \$68.11

<u>Strategic Advisor Titles</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
Strategic Advisor 1 (all classes)	\$34.73 - \$52.10	\$35.43 - \$53.15	\$36.14 - \$54.21
Strategic Advisor 2 (all classes)	\$37.87 - \$56.82	\$38.63 - \$57.96	\$39.40 - \$59.12
Strategic Advisor 3 (all classes)	\$41.44 - \$62.16	\$42.27 - \$63.40	\$43.11 - \$64.67

<u>Strategic Advisor Titles</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
Strategic Advisor 1 (all classes)	\$37.04 - \$55.57	\$38.06 - \$57.09
Strategic Advisor 2 (all classes)	\$40.39 - \$60.60	\$41.50 - \$62.27
Strategic Advisor 3 (all classes)	\$44.19 - \$66.29	\$45.41 - \$68.11

Section 3. Adjusting the pay zones in the Information Technology Professional (ITP) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in the ITP Compensation Program shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>ITP Titles</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
Information Technology Professional A, Exempt	\$41.07 - \$61.61	\$41.89 - \$62.84	\$42.73 - \$64.10

<u>ITP Titles</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
Information Technology Professional A, Exempt	\$43.80 - \$65.70	\$45.00 - \$67.51

Section 4. Adjusting the pay band in the Investments/Debt Director Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the following titles shall be adjusted as shown. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Investments/Debt Director Titles</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
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Investments/Debt Director	\$41.84 - \$83.66	\$42.68 - \$85.33	\$43.53 - \$87.04
Assistant Investments/ Debt Director	\$41.84 - \$83.66	\$42.68 - \$85.33	\$43.53 - \$87.04

<u>Investments/Debt Director Titles</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>
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Investments/Debt Director	\$44.62 - \$89.22	\$45.85 - \$91.67
Assistant Investments/ Debt Director	\$44.62 - \$89.22	\$45.85 - \$91.67

Section 5. 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 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>EUE Titles</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
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Electric Utility	\$45.55 - \$72.87	\$46.46 - \$74.33	\$47.39 - \$75.81
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Executive 1

Electric Utility	\$52.37 - \$83.78	\$53.41 - \$85.46	\$54.48 - \$87.17
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Executive 2

Electric Utility	\$68.28 - \$109.26	\$69.65 - \$111.44	\$71.04 - \$113.67
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Executive 3, Director

Electric Utility	\$78.10 - \$124.96	\$79.66 - \$127.47	\$81.26 - \$130.02
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Executive 3, Officer

<u>EUE Titles</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
Electric Utility Executive 1	\$48.57 - \$77.71	\$49.91 - \$79.84
Electric Utility Executive 2	\$55.84 - \$89.35	\$57.38 - \$91.80
Electric Utility Executive 3, Director	\$72.82 - \$116.51	\$74.82 - \$119.72
Electric Utility Executive 3, Officer	\$83.29 - \$133.27	\$85.58 - \$136.93

Section 6. Adjusting the pay bands in the Legislative Department and associated titles in the City Auditor's Office. As recommended by the Seattle Human Resources Director, the pay bands for the following titles shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Legislative Titles</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
Executive Manager-City Auditor	\$37.89 - \$102.91	\$38.65 - \$104.97	\$39.42 - \$107.07
Executive Manager-Legislative	\$37.89 - \$102.91	\$38.65 - \$104.97	\$39.42 - \$107.07
Hearing Examiner	\$44.78 - \$102.91	\$45.68 - \$104.97	\$46.59 - \$107.07
Hearing Examiner, Deputy	\$44.78 - \$102.91	\$45.68 - \$104.97	\$46.59 - \$107.07
Legislative Assistant	\$15.09 - \$52.72	\$15.39 - \$53.78	\$15.91 - \$54.85
Strategic Advisor-Audit	\$34.73 - \$62.16	\$35.43 - \$63.40	\$36.14 - \$64.67
Strategic Advisor-Legislative	\$34.73 - \$62.16	\$35.43 - \$63.40	\$36.14 - \$64.67

<u>Legislative Titles</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>
Executive Manager-City Auditor	\$40.41 - \$109.74	\$41.52 - \$112.76
Executive Manager-Legislative	\$40.41 - \$109.74	\$41.52 - \$112.76
Hearing Examiner	\$47.75 - \$109.74	\$49.07 - \$112.76
Hearing Examiner, Deputy	\$47.75 - \$109.74	\$49.07 - \$112.76
Legislative Assistant	\$16.31 - \$56.22	\$16.76 - \$57.77
Strategic Advisor-Audit	\$37.04 - \$66.29	\$38.06 - \$68.11
Strategic Advisor-Legislative	\$37.04 - \$66.29	\$38.06 - \$68.11

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 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Mayoral Staff Assistant</u>	<u>2014 Pay Zone Rates</u>	<u>2015 Pay Zone Rates</u>	<u>2016 Pay Zone Rates</u>
<u>Titles</u>			

Mayoral Staff Assistant 1	\$15.09 - \$30.17	\$15.39 - \$30.78	\$15.91 - \$31.18
Mayoral Staff Assistant 2	\$26.36 - \$52.72	\$26.88 - \$53.78	\$27.42 - \$54.85

<u>Mayoral Staff Assistant</u>	<u>2017 Pay Zone Rates</u>	<u>2018 Pay Zone Rates</u>
<u>Titles</u>		

Mayoral Staff Assistant 1	\$16.31 - \$31.96	\$16.76 - \$32.84
Mayoral Staff Assistant 2	\$28.11 - \$56.22	\$28.88 - \$57.77

Section 8. Adjusting the pay band in the Assistant City Attorney Compensation 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 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Assistant City Attorney Title</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
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City Attorney, Assistant	\$30.65 - \$73.55	\$31.26 - \$75.03	\$31.89 - \$76.53
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<u>Assistant City Attorney Title</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>
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City Attorney, Assistant	\$32.68 - \$78.44	\$33.58 - \$80.60
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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 City Light Superintendent Compensation Program shall be as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Seattle Police Chief</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
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Seattle Police Chief	\$75.13 - \$120.20	\$76.63 - \$122.60	\$78.17 - \$125.06
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<u>Seattle Police Chief</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>
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Seattle Police Chief	\$80.12 - \$128.18	\$82.32 - \$131.71
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Section 10. 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 2015 shall be effective December

31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>City Light GM/CEO</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
City Light GM/CEO	\$109.09 - 174.56	\$111.27 - \$178.05	\$113.50 - \$181.61
<u>City Light GM/CEO</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>	
City Light GM/CEO	\$116.33 - \$186.15	\$119.53 - \$191.27	

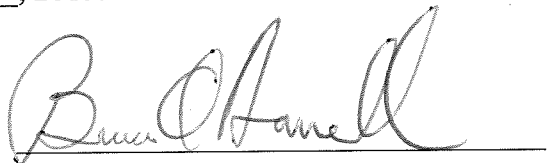
Section 11. Adjusting the pay band in the Magistrate Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Magistrate Compensation Program shall be as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

<u>Magistrate</u>	<u>2014 Pay Band Rates</u>	<u>2015 Pay Band Rates</u>	<u>2016 Pay Band Rates</u>
Magistrate	\$39.61 - \$59.42	\$40.40 - \$60.61	\$41.21 - \$61.82
<u>Magistrate</u>	<u>2017 Pay Band Rates</u>	<u>2018 Pay Band Rates</u>	
Magistrate	\$42.24 - \$63.37	\$43.40 - \$65.11	


Section 12. Any act consistent with the authority and prior to the effective date of this ordinance is ratified and confirmed.

Section 13. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

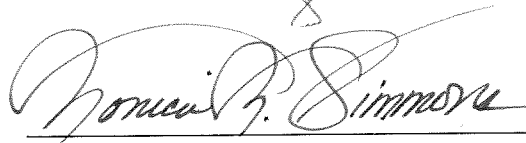
Passed by the City Council the 11th day of January, 2016, and signed by me in open session in authentication of its passage this 11th day of January, 2015.


President _____ of the City Council

Approved by me this 14th day of January, 2016.


Edward B. Murray, Mayor

Filed by me this 14 day of January, 2016.


Monica Martinez Simmons, City Clerk

(Seal)