



Legislation Details (With Text)

**File #:** CB 120759    **Version:** 1    **Name:** CB 120759  
**Type:** Ordinance (Ord)    **Status:** Passed  
**In control:** City Clerk

**On agenda:** 4/2/2024  
**Final Action:** 4/5/2024    **Ord. No.** Ord 127007

**Title:** 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.

**Sponsors:** Dan Strauss

**Indexes:**

**Attachments:** 1. Summary and Fiscal Note, 2. Central Staff Memo, 3. Signed Ordinance 127007, 4. Affidavit of Publication

Date	Ver.	Action By	Action	Result
4/5/2024	1	City Clerk	attested by City Clerk	
4/5/2024	1	Mayor	returned	
4/5/2024	1	Mayor	Signed	
4/4/2024	1	City Clerk	submitted for Mayor's signature	
4/2/2024	1	City Council	passed	Pass
3/26/2024	1	City Council	referred	
3/11/2024	1	Council President's Office	sent for review	
3/6/2024	1	City Clerk	sent for review	
3/6/2024	1	Mayor	Mayor's leg transmitted to Council	

CITY OF SEATTLE

ORDINANCE \_\_\_\_\_

COUNCIL BILL \_\_\_\_\_

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

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

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

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

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

WHEREAS, the City Light General Manager and Chief Executive Officer Compensation Program was established by Ordinance 121176 and Ordinance 124507, which together provide for adjustments to the pay band at least every two years as recommended by the Seattle 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, 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 Seattle Human Resources 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 Seattle Human Resources Director; 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) Discretionary Pay 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 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<b>APEX Titles</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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

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 Strategic Advisor and Manager Discretionary Pay 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 2023 shall be effective January 4, 2023. The rates for 2024 shall be effective January 3, 2024.

<u>Strategic Advisor Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
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

<u>Manager Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
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

Section 3. Adjusting the pay zones in the Information Technology Professional Discretionary Pay Program. As recommended by the Seattle Human Resources Director, the pay zones in the Information Technology Professional Compensation Program will 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>Information Technology Professional Titles</u>	<u>2023 Pay Zone Rates</u>	<u>2024 Pay Zone Rates</u>
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

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 below. The rates for 2023 shall be effective January 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

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 2023 shall be 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

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

shall be effective January 3, 2024.

<b>Legislative Titles</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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

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.

<b>Mayoral Staff Assistant Titles</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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.

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

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.

<b>Seattle Police Chief</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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.

<b>Seattle Fire Chief</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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.

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

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.

<b>Magistrate</b>	<b>2023 Pay Zone Rates</b>	<b>2024 Pay Zone Rates</b>
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.

<b><u>SPU GM/CEO</u></b>	<b><u>2023 Pay Zone Rates</u></b>	<b><u>2024 Pay Zone Rates</u></b>
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.

<b><u>Chief Technology Officer</u></b>	<b><u>2023 Pay Zone Rates</u></b>	<b><u>2024 Pay Zone Rates</u></b>
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.

Section 16. 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 \_\_\_\_\_ day of \_\_\_\_\_, 2024, and signed by me in open session in authentication of its passage this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_



President \_\_\_\_\_ of the City Council

Approved / returned unsigned / vetoed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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Bruce A. Harrell, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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Scheereen Dedman, City Clerk

(Seal)