

WHEREAS, the Council wishes to be good stewards of ratepayer money; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Subsections 1.C and 1.D of Ordinance 121176 are amended as follows:

* * *

C. Reserved. ~~((Short Term Performance Award: A lump sum payment of up to eight percent (8%) of base salary, in addition to base salary, may be awarded for recognition of the accomplishment of goals and work outcomes at the completion of the annual evaluation period. Any lump sum payment made pursuant to this subsection shall be considered a part of regular compensation prorated annually, for purposes of withholding retirement contributions and calculating retirement benefits for affected employees who are members of the Seattle City Employees' Retirement System.))~~

D. Reserved. ~~((Long Term Performance Award: A lump sum payment of up to ten percent (10%) of annualized base salary, in addition to base salary, may be awarded for recognition of the accomplishment of strategic, financial and operational goals of the utility at the end of the four year evaluation cycle. The long term performance award is also dependent upon the City Light Superintendent's successful reconfirmation by the City Council and/or successful continuation of active employment beyond the four year evaluation cycle. To receive the payment, the employee must continue to be working in the position and title of City Light Superintendent beyond the end of the evaluation period. Any lump sum payment made pursuant to this subsection shall be considered a part of regular compensation prorated for that year, for purposes of withholding retirement contributions and calculating retirement benefits for affected employees who are members of the Seattle City Employees' Retirement System.))~~

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Section 2. 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 ____ day of _____, 2017, and
signed by me in open session in authentication of its passage this
____ day of _____, 2017.

President _____ of the City Council

Approved by me this ____ day of _____, 2017.

_____, Mayor

Filed by me this ____ day of _____, 2017.

Monica Martinez Simmons, City Clerk

(Seal)