



Legislation Text

File #: CB 118602, Version: 1

CITY OF SEATTLE
ORDINANCE _____
COUNCIL BILL _____

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

WHEREAS, the Electric Utility Executive Compensation Program was established by 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, and Ordinance 120819 provides 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 Compensation 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 City Light General Manager and Chief Executive Officer Compensation Program was established by Ordinance 121176, and Ordinance 124507 which provides 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, 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 - \$64.89 | \$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 - \$65.00 | \$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.

Investments/Debt Director 2014 Pay Band Rates 2015 Pay Band Rates 2016 Pay Band Rates
Titles

| | | | |
|--------------------------------------|-------------------|-------------------|----------------|
| Investments/Debt Director | \$41.84 - \$83.66 | \$42.68 - \$85.33 | \$43.53 - \$8' |
| Assistant Investments/ Debt Director | \$41.84 - \$83.66 | \$42.68 - \$85.33 | \$43.53 - \$8' |

Investments/Debt Director Titles 2017 Pay Band Rates 2018 Pay Band Rate

| | | |
|--------------------------------------|-------------------|-------------------|
| 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.

EUE Titles 2014 Pay Zone Rate 2015 Pay Zone Rates 2016 Pay Zone Rates

| | | | |
|--|--------------------|--------------------|--------------------|
| Electric Utility Executive 1 | \$45.55 - \$72.87 | \$46.46 - \$74.33 | \$47.39 - \$75.81 |
| Electric Utility Executive 2 | \$52.37 - \$83.78 | \$53.41 - \$85.46 | \$54.48 - \$87.17 |
| Electric Utility Executive 3, Director | \$68.28 - \$109.26 | \$69.65 - \$111.44 | \$71.04 - \$113.67 |
| Electric Utility Executive 3, Officer | \$78.10 - \$124.96 | \$79.66 - \$127.47 | \$81.26 - \$130.02 |

EUE Titles 2017 Pay Zone Rate 2018 Pay Zone Rates

| | | |
|--|--------------------|--------------------|
| 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.

Legislative Titles 2014 Pay Band Rates 2015 Pay Band Rates 2016 Pay Band Rates

| | | |
|--------------------------------|-----------------------------------|--------------------|
| Executive Manager-City Auditor | \$37.89 - \$102.38.65 - \$104.97 | \$39.42 - \$107.07 |
| Executive Manager-Legislative | \$37.89 - \$102.38.65 - \$104.97 | \$39.42 - \$107.07 |
| Hearing Examiner | \$44.78 - \$102.45.68 - \$104.97 | \$46.59 - \$107.07 |
| Hearing Examiner, Deputy | \$44.78 - \$102.45.68 - \$104.97 | \$46.59 - \$107.07 |
| Legislative Assistant | \$15.09 - \$52.7\$15.39 - \$53.78 | \$15.91 - \$54.85 |
| Strategic Advisor-Audit | \$34.73 - \$62.1\$35.43 - \$63.40 | \$36.14 - \$64.67 |
| Strategic Advisor-Legislative | \$34.73 - \$62.1\$35.43 - \$63.40 | \$36.14 - \$64.67 |

| <u>Legislative Titles</u> | <u>2017 Pay Band Rates</u> | <u>2018 Pay Band I</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 Titles</u> | <u>2014 Pay Zone Rates</u> | <u>2015 Pay Zone Rates</u> | <u>2016 Pay Zone Rates</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 Titles</u> | <u>2017 Pay Zone Rates</u> | <u>2018 Pay Zone Rates</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> |
|--------------------------------------|----------------------------|----------------------------|----------------------------|
| City Attorney, Assistant | \$30.65 - \$73.55 | \$31.26 - \$75.03 | \$31.89 - \$76.53 |

Assistant City Attorney Title 2017 Pay Band Rates 2018 Pay Band Rates

City Attorney, Assistant \$32.68 - \$78.44 \$33.58 - \$80.60

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.

Seattle Police Chief 2014 Pay Band Rates 2015 Pay Band Rates 2016 Pay Band Rates

Seattle Police Chief \$75.13 - \$120.20 \$76.63 - \$125.06

Seattle Police Chief 2017 Pay Band Rates 2018 Pay Band Rates

Seattle Police Chief \$80.12 - \$128.18 \$82.32 - \$131.71

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.

City Light GM/CEO 2014 Pay Band Rates 2015 Pay Band Rates 2016 Pay Band Rates

City Light GM/CEO \$109.09 - 174.56 \$111.27 - \$178.05 \$113.50 - \$181.61

City Light GM/CEO 2017 Pay Band Rates 2018 Pay Band Rates

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.

Magistrate 2014 Pay Band Rates 2015 Pay Band Rates 2016 Pay Band Rates

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 ____ day of _____, 2016, and signed by me in open session in authentication of its passage this ____ day of _____, 2015.

President _____ of the City Council

Approved by me this ____ day of _____, 2016.

Edward B. Murray, Mayor

Filed by me this ____ day of _____, 2016.

Monica Martinez Simmons, City Clerk

(Seal)