

Summary and Fiscal Note

1. Legislation Summary

Department: Seattle Department of Human Resources

Title: An ordinance relating to City employment; establishing the new Information Technology (IT) Talent Modernization classification title structure and corresponding rates of pay for IT positions across City departments.

Background:

The Information Technology (IT) Talent Modernization project is a multi-year effort to modernize the City of Seattle's classification and compensation structures for IT positions across City departments. Beginning in 2021, the City contracted with the consulting firm Gallagher to conduct a comprehensive review of the City's Information Technology Professional (ITP) classifications and compensation program. The study was later expanded to include IT bodies of work Citywide, including those within other City pay programs. The study found that the existing ITP A, B, and C structures functioned primarily as compensation programs rather than classification programs and lacked clear definitions of work, career paths, and market benchmarks needed to support equitable and competitive compensation practices.

This legislation is a significant milestone in the City's process to modernize its information technology compensation and classification program, as it establishes two foundational components of the IT Talent Modernization project. First, it creates a new IT classification structure that defines technology roles by disciplinary domain and level of responsibility. Second, it establishes a new 10-step pay grade structure, recommended by the IT Classification and Compensation study, and will serve as a

framework to support future bargaining rates of pay for titles established in the new IT classification structure. This aligns with terms laid out in the MOU that extended the International Brotherhood of Electrical Workers, Local No. 77, Information Technology Professionals' (ITP) Unit Collective Bargaining Agreement (CBA) to December 31, 2026, Ordinance 127334.

This legislation does not implement new classifications or compensation programs, nor does it modify the existing ITP classification structure. Additional legislation will be required to assign compensation grades to the classification structure and authorize the use of the new classifications to replace the existing Information Technology Professional Pay Program.

This legislation establishes only the foundational structures for the necessary classification title development, compensation grade assignment, labor negotiations, and their corresponding legislation. Prior to the implementation of these classification and compensation structures, the identified IT Talent Modernization Project dependencies must be sufficiently satisfied, including but not limited to (1) the completion of full classification specifications for all new IT titles in accordance with City compensation and classification standards, (2) the identification and resolution of impacts to existing classification titles and pay programs, and (3) the identification and evaluation of positions across City departments that may need to be reclassified into the new IT classification structure.

2. Capital Improvement Program (CIP)

Does this legislation create, fund, or amend a CIP Project?

☐ Yes

☒ No

3. Summary of Financial Implications

Does this legislation have financial impacts to the City?

☐ Yes

☒ No

3d. Other Financial Impacts

a. Does this legislation create any other financial impacts for The City of Seattle, such as direct or indirect costs, one-time or ongoing, that aren't mentioned above? If yes, please explain these impacts.

No, not at this time. This legislation establishes the new classification and compensation structure for the IT Talent Modernization Project as agreed upon in the MOU that extended CBA with the L77 ITP to the end of calendar year 2026.

There likely will be financial impacts should employees be placed into this new structure, but those impacts cannot be determined at this time, and would be subject to bargaining. Any potential downstream financial impacts of moving employees into the new structure would be presented to Council as part of Collective Bargaining Agreement with L77 ITP.

b. If the legislation has costs that can be covered within the current budget, explain how. Does the department have extra resources in its budget to handle these costs? Or does the department need to shift resources away from other work to handle these costs?

n/a

c. What financial costs or other impacts might happen if this legislation is not implemented?

This legislation does not change compensation of employees and therefore has no direct fiscal impact. This legislation establishes the classification and compensation

framework as agreed upon with L77 ITP. If not implemented, future legislation would need to establish these structures before any employees in the ITP position classifications can move into new classifications.

d. How might this legislation affect other City departments besides the one that proposed it?

City Attorney's Office, Finance and Administrative Services, Seattle City Light, Seattle Department of Transportation, Seattle Information Technology, Seattle Municipal Court, Seattle Parks & Recreation, and Seattle Public Utilities all have positions classified as Information Technology Professionals. While this legislation does not affect these positions at this point in time, further legislation that may place ITP employees within the new classification and compensation framework established in this ordinance would impact these departments.

4. Other Impacts

a. Does this legislation require a public hearing?

☒ Yes

☒ No

b. Does this legislation require a notice to be published in The Daily Journal of Commerce and/or The Seattle Times?

☐ Yes

☒ No

c. Does this legislation affect a piece of property?

No

d. Race and Social Justice Initiative impacts:

N/A

1. How does this legislation affect vulnerable or historically disadvantaged communities? How did you come to this conclusion?

Please consider both impacts within City government (like employees and internal programs) and in the broader community.

2. Please attach any Racial Equity Toolkits or other racial equity analyses used to develop or assess this legislation.

3. What is the Language Access Plan for communicating with the public about this legislation?

e. Climate change impacts:

N/A

1. Emissions: Will this legislation significantly increase or decrease carbon emissions? Attach any studies or materials that inform your answer.

2. Resiliency: Will this legislation make Seattle more or less able to adapt to climate change? If it reduces resiliency, explain what can be done to lessen the impact.

f. If this legislation creates a new program or expands an existing one, what are the long-term, measurable goals? How will this legislation help achieve those goals? What methods will be used to track progress?

N/A

g. Does this legislation create a non-utility CIP that involves shared funding with a non-City partner or organization?

No