

2014 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version
123	1	A	1

Budget Action Title: Add \$425,000 GSF to Law Department Civil Division for market salary adjustments for attorneys

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Burgess; Licata; O'Brien

Staff Analyst: Martha Lester; Ben Noble

Council Bill or Resolution:

Date		Total	SB	BH	TR	RC	TB	NL	JG	SC	MO
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2013 Increase (Decrease)	2014 Increase (Decrease)
General Subfund		
General Subfund Revenues	\$0	\$0
General Subfund Expenditures	\$0	\$425,000
Net Balance Effect	\$0	(\$425,000)
Total Budget Balance Effect	\$0	(\$425,000)

Budget Action description:

This green sheet would add \$425,000 from the GSF to the Law Department, Civil Division, for market salary adjustments for attorneys.

The Law Department and the Personnel Department studied salary levels for attorneys in the Law Department. This compensation study indicated that the average pay for the City’s attorneys is below the 50th percentile for government lawyer salaries of other governments surveyed (see table on next page).

The Law Department requested \$860,000 in additional resources for this purpose in 2014 (along with a number of other requests). The Mayor’s 2014 Proposed Budget included \$200,000 in 2014 for the City Attorney to use as he sees fit – and at least a portion of this allocation also could be used for salary adjustments. This green sheet would add another \$425,000.

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Law Department - Civil Division - Compensation Study

	# lawyers	% of lawyers	City avg pay	gov't market 50th percentile	difference	total difference all lawyers
entry	0	0%	--	--	--	--
journey	2	3%	\$74,119	\$84,664	\$10,545	\$21,090
senior	47	73%	\$104,201	\$117,506	\$13,305	\$625,335
supervisor	13	20%	\$119,817	\$129,256	\$9,439	\$122,707
div. director	2	3%	\$134,981	\$136,666	\$1,685	\$3,370
total	64	100%				\$769,132

Governments surveyed: Everett, Redmond, Tacoma, Pierce County, Port of Seattle, Port of Tacoma, Spokane County, State of Washington.

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Budget Action Transactions

Budget Action Title: Add \$425,000 GSF to Law Department Civil Division for market salary adjustments for attorneys

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add funding for market salary adjustments for Civil Division attorneys				LAW	Civil	J1300	00100	2014		\$425,000