

**CITY OF SEATTLE**  
**ORDINANCE** \_\_\_\_\_  
COUNCIL BILL 118005

AN ORDINANCE related to the Legislative Department; amending Ordinance 120544 to change the procedure for regularly revising the salaries of Seattle City Councilmembers; and ratifying and confirming certain prior acts.

WHEREAS, on November 5, 2013, the citizens of Seattle approved Charter Amendment 19, which requires the election of seven City Councilmembers by districts and two from the city at large; and

WHEREAS, with the passage of Charter Amendment 19, Councilmembers elected in 2013 and at-large councilmembers elected in 2015 will serve two-year terms; and thereafter, all councilmembers will serve four-year terms with district positions running together and at-large positions two years later; and

WHEREAS, a consistent and equitable procedure for setting and updating Councilmembers' salaries needs to be established; NOW, THEREFORE

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

**Section 1.** Section 1 of Ordinance 120544 is amended as follows:

Section 1. Consistent with Article XI, Section 8 of the Washington State Constitution and Article XV11, Section 1 of the Seattle City Charter, the salary for Councilmembers elected in 2013 will be set at \$119,976.48 annually for their two-year term of 2014 to 2015, which is equivalent to the annual salary of Councilmembers elected in 2011 for their four-year term of 2012 to 2015. ~~((the title-))~~Councilmember~~((?))~~ salaries will be revised by the Legislative Department in each odd-numbered year beginning in 20~~((04))~~15 according to the following procedure:



1 2015 Election:

2 Step 1) Based on 2014 actual and 2015 projected consumer price index changes ((projections))  
3 provided by independent, third-party sources, the Legislative Department will develop  
4 ((estimates of the)) annual cost-of-living adjustments for 2014 and 2015 ((needed to preserve the  
5 effective purchasing power of current Councilmember salaries over the next four years)).  
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8 Step 2) These ((estimates of the)) annual cost-of-living adjustments for 2014 and 2015 will then  
9 be applied to the existing salary for the title 'Councilmember' to develop ((estimates of)) the  
10 ((corresponding)) fixed annual salary ((levels)) for the four-year term for Councilmembers  
11 elected by district and for the two-year term for Councilmembers elected at large in 2015 ((each  
12 year of the same four-year period)).  
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14 2017 Election:

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16 Step((3)) 1) Based on 2016 actual and 2017 projected consumer price index changes provided by  
17 independent, third-party sources, annual cost-of-living adjustments will be developed for 2016  
18 and 2017.((The salary for the title "Councilmember" will then be calculated as the average of the  
19 salary levels computed for each of these four years.))  
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21 Step 2) These annual cost-of-living adjustments for 2016 and 2017 will then be applied to the  
22 existing salary for Councilmembers elected at large in 2015 to develop the fixed annual salary  
23 for the four-year term for Councilmembers elected at large in 2017.  
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2019 and Subsequent Elections:

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2 Step 1) Based on the most current actual and projected consumer price index changes for the four  
3 years preceding the beginning of the subsequent term, as provided by independent, third-party  
4 sources, annual cost-of-living adjustments will be developed for each year of those four years.

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6 Step 2) These annual cost-of-living adjustments will then be applied to the existing salary for  
7 Councilmembers whose term is ending to develop the fixed annual salary for the subsequent  
8 four-year term.

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11 **Section 2.** Section 2 of Ordinance 120544 is amended as follows:

12 Section 2. The Legislative Department shall, no later than ~~((October))~~ August 31,  
13 communicate the salary determined in Step 2~~((3))~~ to the City Budget Office and Personnel  
14 Department~~((human resource/payroll system))~~ for implementation and inclusion in the  
15 Legislative Department's proposed budget. At the same time, each Councilmember will be  
16 provided a written summary of the results of the salary adjustment procedure described here.  
17 ~~((As appropriate, this summary will include recommendations about how the existing salary for~~  
18 ~~the title "Councilmember" could be revised to reflect actual inflation patterns since the last salary~~  
19 ~~adjustment and how such adjustments would affect the salary revision developed under the three~~  
20 ~~steps outlined above.))~~ The resulting salary adjustments will be adopted as part of the City  
21 budget and will take effect January 1 of the next year. Consistent with Article XI, Section 8 of  
22 the Washington State Constitution and Article XV11, Section 1 of the Seattle City Charter, the  
23 salary associated with a particular Council position shall not be adjusted until a new term of  
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1 office begins for that Council position. Accordingly, Councilmember salaries will not be eligible  
2 for any cost of living adjustment that may be provided to non-represented employees.

3 **Section 3.** Section 3 of Ordinance 120544 is eliminated:  
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5 ~~((Section 3. Upon implementation of this procedure, Councilmember salaries will no  
6 longer be eligible for any cost of living adjustments that may be provided to non-represented  
7 employees.))~~  
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9 **Section 4.** Ratify and Confirm. Any act consistent with the authority of this ordinance  
10 taken after its passage and prior to its effective date is ratified and confirmed.  
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12 **Section 5.** This ordinance shall take effect and be in force 30 days after its approval by  
13 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it  
14 shall take effect as provided by Seattle Municipal Code Section 1.04.020.  
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Passed by the City Council the \_\_\_\_\_ day of \_\_\_\_\_, 2013, and  
signed by me in open session in authentication of its passage this  
\_\_\_\_\_ day of \_\_\_\_\_, 2013.

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

Approved by me this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
Michael McGinn, Mayor

Filed by me this \_\_\_\_\_ day of \_\_\_\_\_, 2013.

\_\_\_\_\_  
Monica Martinez Simmons, City Clerk

(Seal)



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Legislative	Ben Noble/684-8160	

**Legislation Title:**

AN ORDINANCE related to the Legislative Department; amending Ordinance 120544 to change the procedure for regularly revising the salaries of Seattle City Councilmembers, and ratifying and confirming certain prior acts.

**Summary of the Legislation:**

This legislation revises the methodology for revising Councilmember salaries, to conform to the charter amendments recently approved by Seattle voters. These amendments, which will eventually produce 7 district and 2 city-wide Councilmembers elected to 4 year terms, include a transition period during which certain Council positions will only have a two year term. The existing ordinance governing Council salaries only anticipates 4-year terms and thus needs to be revised.

Consistent with the requirements of the City Charter, the new ordinance would fix Councilmember salaries for the term of their election, whether that be two or four years. Upon election or reelection, the salary associated with each position would be adjusted to reflect the impacts of inflation that had occurred during the term. For example, if annual inflation of 2% had been experienced in each year of a two-year term, that salary would be adjusted up by 4.04% (2% compounded) before the beginning of the new term.

To establish a consistent base for these future adjustments, Councilmembers elected in 2013 will have their annual salary set for their two-year term at the same level as Councilmembers elected in 2011. Thus, for 2014 and 2015, all Councilmembers will be awarded the same salary.

Under the existing authority for setting Councilmember salaries, the salary for those members elected or reelected for terms beginning in 2014 would have been \$126,178. This figure reflects an approach to inflation-adjustment that looks forward over the next four years and uses estimates of projected inflation to prospectively adjust salaries for the likely impacts of inflation. Under the proposed ordinance, this salary figure would be reduced to \$119,976, the same amount now earned by those Councilmembers who were elected or reelected for terms that began in 2012. These lower salaries will reduce total expenditures for Council salaries by \$24,800 per year for 2014 and 2015. In addition, by implementing an adjustment methodology that looks backward and adjusts for actual inflation, rather than looking forward to adjust for anticipated inflation, this ordinance will result in lower salary adjustments for those taking office in 2016, 2018 and beyond.



**Background:**

This legislation is necessary because of the recent passage of Charter Amendment 19 on November 5, 2013, which requires the election of seven City Councilmembers by districts and two from the city at large and which initially changes the term of office from four years to two for four Councilmembers elected in 2013 and for two Councilmembers elected at large in 2015; subsequent terms would be for four years. The current ordinance applies only to four-year terms.

     This legislation does not have any financial implications.

**X This legislation has financial implications.**

As noted above, the lower salaries authorized by this ordinance will reduce total expenditures for Council salaries by \$24,800 per year for 2014 and 2015. In addition, by implementing an adjustment methodology that looks backward and adjusts for actual inflation, rather than looking forward to adjust for anticipated inflation, this ordinance will result in lower salary adjustments for those taking office in 2016, 2018 and beyond.

**Appropriations:**

Fund Name and Number	Department	Budget Control Level*	2013 Appropriation	2014 Anticipated Appropriation
<b>TOTAL</b>				

Appropriations Notes:

No appropriation changes are proposed in this ordinance. Savings that result from lower Councilmember salaries will be returned to the General Fund at year end as underspent appropriations of the Legislative Department.

**Anticipated Revenue/Reimbursement Resulting from this Legislation: None**

Fund Name and Number	Department	Revenue Source	2013 Revenue	2014 Revenue
<b>TOTAL</b>				

Revenue/Reimbursement Notes:

None



**Total Regular Positions Created, Modified, or Abrogated through this Legislation,  
 Including FTE Impact: None**

Position Title and Department	Position # for Existing Positions	Fund Name & #	PT/FT	2013 Positions	2013 FTE	2014 Positions*	2014 FTE*
<b>TOTAL</b>							

Position Notes:

Not applicable

**Do positions sunset in the future?**

Not applicable

**Spending/Cash Flow:**

Not applicable

Spending/Cash Flow Notes:

Not applicable

**Other Implications:**

- a) **Does the legislation have indirect financial implications, or long-term implications?**

As noted above, the salary adjustment methodology established by this ordinance will reduce Council salaries over the levels that would have prevailed under the current approach.

- b) **What is the financial cost of not implementing the legislation?**

Council salaries would be set at higher levels.

- c) **Does this legislation affect any departments besides the originating department?**

No

- d) **What are the possible alternatives to the legislation that could achieve the same or similar objectives? None**



e) **Is a public hearing required for this legislation?**

No

f) **Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**

Not applicable.

g) **Does this legislation affect a piece of property?**

No

h) **Other Issues:**

None

**List attachments to the fiscal note below:**

