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Job titles in the Discretionary Pay Program (Discretionary Program) have a fixed salary range or pay band. An employee's starting salary and any increases thereafter are at the discretion of the appointing authority as long as they are within the pay band. COLA is also discretionary.

In 2014 there were job titles in both the Step Program and Discretionary Program that had an hourly wage of less than \$15 an hour, so changes will need to be made to job titles in both programs. The job titles included office maintenance aide, legislative assistant, Mayoral staff assistant, cashier, golf course groundskeeper, parks maintenance aide, recreation attendant, ushers, interns, admissions, dining room attendants, and conservation corps employees. Approximately 1,500 employees hold positions with these job titles.

Collective Bargaining Impacts:

Most of the affected job titles are represented and their wages are part of a negotiated collective bargaining agreement. The City would need to bargain the change in wages and or the impacts of the change with the affected unions.

The Mayor's 2015-2016 Proposed Budget provides \$425,000 for the minimum wage increases legislated in the City's new minimum wage ordinance. As an employer with over 500 employees the City is required to increase minimum wages to \$11.00 an hour on April 1, 2015 and \$13.00 an hour on January 1, 2016.

The 2015 cost to the City, to raise the minimum wage to \$11.00 an hour, will be \$145,000 and was budgeted in the appropriate department's budget: \$100,000 for 475 summer youth positions in the Human Services Department (HSD) and \$45,000 for 80 work training positions in the Department of Parks and Recreation (DPR).

In 2016 the cost to the City to raise the minimum wage to \$13.00 an hour is estimated at \$325,000: \$160,000 for 475 summer youth positions in HSD, \$110,000 for 80 work training positions in DPR and \$55,000 for 185 usher positions in Seattle Center. This estimated amount is placed in Finance General.

If a COLA for 2015 and 2016 is provided an adjustment for COLA will be made sometime in 2015.

The city's current compensation policy in setting compensation is to consider: 1) pay rates for comparable work in the appropriate labor market as this affects the city's ability to recruit and retain workers, 2) internal equity, and 3) the city's ability to pay.