

ORDINANCE No. 118782

*Law Department*

COUNCIL BILL No. 111949

The City

AN ORDINANCE adding a new section 4.20.380 to the Seattle Municipal Code, to adopt an Accountability Pay for Executives Program.

OK  
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Honorable President:

Your Committee on \_\_\_\_\_

to which was referred the within Co report that we have considered the

COMPTROLLER FILE No. \_\_\_\_\_

Introduced: <u>DEC 27 1997</u>	By: <u>PODLODOWSKI</u>
Referred: <u>DEC 27 1997</u>	To: <u>Technology &amp; Lab Policy Committee</u>
Referred:	To:
Referred:	To:
Reported: <u>11-3-97</u>	Second Reading:
Third Reading: <u>11-3-97</u>	Signed: <u>11-3-97</u>
Presented to Mayor: <u>11-3-97</u>	Approved: <u>NOV 5 1997</u>
Returned to City Clerk: <u>NOV 5 1997</u>	Published: <u>4 pag.</u> <u>RT</u>
Vetoed by Mayor:	Veto Published:
Passed over Veto:	Veto Sustained:

10/28 TECH & LAB  
11-3-97 FULL COUNCIL

Department

# The City of Seattle--Legislative Department

Date Reported  
and Adopted

## REPORT OF COMMITTEE

City President:

Committee on \_\_\_\_\_

\_\_\_\_\_ was referred the within Council Bill No. \_\_\_\_\_

\_\_\_\_\_ that we have considered the same and respectfully recommend that the same:

6 TECH + LABOR PASS 5-0

-97 Full Council Action: Passed 9-0

\_\_\_\_\_  
Committee Chair

ORDINANCE 118782

AN ORDINANCE adding a new section 4.20.380 to the Seattle Municipal Code, to adopt an Accountability Pay for Executives Program.

**WHEREAS** the City is evaluating overall changes to its classification and compensation systems, with the intention of re-engineering those systems so that (1) job classifications include a wider range of duties, and classification series include avenues of advancement through skills expansion, performance excellence, and technical expertise, as appropriate; (2) the job measurement tools used to determine a position's appropriate classification and compensation are objective and understandable; (3) a link is established between the City's compensation package and those of the labor markets in which the City competes for employees; (4) compensation includes a performance pay component; and (5) employees are accorded the authority, accountability, and responsibility they require to complete their work, and their managers are accorded responsibility for implementing outcome-based performance evaluations; Now Therefore

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

**Section 1.** There is added to Seattle Municipal Code Chapter 4.20 a new Section numbered 4.20.380; as follows:

**4.20.380 Accountability Pay for Executives Program—Base pay and incentives**

A. There is established an Accountability Pay for Executives Program (hereinafter referred to as the APEX Program) having base salary structure consisting of one (1) "executive pay band" with four (4) sub-bands, or "market groupings". Upon the recommendation of the Personnel Director or his or her designated management representative and approval by the City Council, a position may be included in the APEX Program. Each position included in the APEX Program shall be exempt from the classified service pursuant to Article XVI Section 3 of the Charter of the City of Seattle and Seattle Municipal Code Chapter

1 4.13. Positions will initially be allocated by the Personnel Director to a market  
2 grouping on the executive pay band. The appointing authority shall have the  
3 discretion to set and/or modify base salary anywhere within the recommended  
4 market grouping for any such position under his or her direction. The appointing  
5 authority may also petition the Mayor for authorization to pay any APEX Program  
6 position under his or her direction in a market grouping other than that initially  
7 recommended by the Director, and the Mayor may accept, modify or decline such a  
8 petition. The APEX Program shall be implemented and administered substantially  
9 in accord with the APEX, Managers and Strategic Advisors Proposal, which is  
10 incorporated by this reference. Thereafter, the Personnel Director shall recommend  
11 to the City Council for approval adjustments to the market groupings based on a  
12 biennial labor market analysis of selected benchmark titles.

13 The titles, pay band, and sub-bands ("market groupings") established for this  
14 Program are as follows:

<u>Title</u>	<u>1998 Market Grouping</u>	<u>Title</u>	<u>1998 Market Grouping</u>
Executive 1	\$27.23---\$36.77	Executive 3	\$38.05---\$51.37
Executive 2	\$30.96---\$41.80	Executive 4	\$47.88---\$64.64

18 B. The Personnel Director will recommend measures of  
19 performance and establish performance recognition procedures for the APEX  
20 Program. Using these measures and procedures as guidelines, the appointing  
21 authority may award to an APEX Program executive a lump sum payment of up to  
22 ten percent (10%) of base salary, in addition to base salary, for recognition of the  
23 accomplishment of goals and work outcomes at the completion of an annual  
24 evaluation period. Any lump sum payment made pursuant to this subsection shall

1 be considered a part of regular compensation, prorated annually, for purposes of  
2 withholding retirement contributions and determining retirement benefits for affected  
3 employees who are members of the City Employees Retirement System.

4 C. The Personnel Director shall recommend, and the City Council may  
5 approve, subsequent allocations of positions into or out of the APEX Program.

6 **Section 2.** It is the express intent of the City Council that, in the event another  
7 ordinance has heretofore been enacted that amended any section or subsection of  
8 the Seattle Municipal Code amended or recodified herein, that earlier amendment  
9 should be effectuated with equal dignity to this ordinance if at all possible in the  
10 codification of the Seattle Municipal Code and by the courts, notwithstanding the  
11 use in this ordinance of an obsolete version of that part of the Seattle Municipal  
12 Code on which to show intended amendments.

13 **Section 3.** It is the express intent of the City Council that, in the event a  
14 subsequent ordinance refers to or amends a section or subsection of the Seattle  
15 Municipal Code amended or recodified herein, but the later ordinance fails to  
16 account for the change made by this ordinance, the two (2) sets of amendments  
17 should be given effect together if at all possible.

18 **Section 4.** It is the express intent of the City Council that this ordinance makes  
19 only those changes to the Seattle Municipal Code shown by striking out, inside  
20 double parentheses, text to be deleted, and underlining text to be added. To this  
21 end, errors in showing the pre-existing Seattle Municipal Code text are to be  
22 disregarded, and no change in the Seattle Municipal Code is intended thereby.





# City of Seattle

97-287

Approved by  
Judy Bunnell  
10/20/97

Norman B. Rice, Mayor

Executive Department - Office of Management and Planning  
Judy Bunnell, Director

October 17, 1997

The Honorable Mark Sidran  
City Attorney  
City of Seattle

Dear Mr. Sidran:

The Mayor is proposing to the City Council that the enclosed legislation be adopted.

REQUESTING  
DEPARTMENT: Executive Services Department

SUBJECT: AN ORDINANCE adding a new Section 4.20.380 to the Seattle  
Municipal Code, to adopt an Accountability Pay for Executives  
Program.

Pursuant to the City Council's S.O.P. 100-014, the Executive Department is forwarding this request for legislation to your office for review and drafting.

After reviewing this request and any necessary redrafting of the enclosed legislation, return the legislation to OMP. Any specific questions regarding the legislation can be directed to Glenn Whitham at 684-8036.

Sincerely,

Norman B. Rice  
Mayor

by

JUDY BUNNELL  
Director

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Enclosure

Seattle Municipal Building, 600 Fourth Avenue, Seattle, WA 98104-1826  
Tel: (206) 684-8080, TDD (206) 684-8118, FAX: (206) 233-0085

An equal-employment opportunity, affirmative action employer. Accommodations for people with disabilities provided on request.



STATE OF WASHINGTON - KING COUNTY

86913  
City of Seattle, City Clerk

—ss.

No. ORDINANCE IN

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:ORD 118782

was published on

11/18/97

The amount of the fee charged for the foregoing publication is the sum of \$ \_\_\_\_\_, which amount has been paid in full.

*R. Patterson*

Subscribed and sworn to before me on

11/18/97

*[Signature]*

Notary Public for the State of Washington,  
residing in Seattle

# City of Seattle

ORDINANCE NO. 118752

AN ORDINANCE adding a new section 4.20.380 to the Seattle Municipal Code, to adopt an Accountability Pay for Executives Program.

WHEREAS the City is evaluating overall changes to its classification and compensation systems, with the intention of re-engineering those systems so that (1) job classifications include a wider range of duties, and classification series include avenues of advancement through skill expansion, performance excellence, and technical expertise, as appropriate; (2) the job measurement tools used to determine a position's appropriate classification and compensation are objective and understandable; (3) a link is established between the City's compensation package and those of the labor markets in which the City competes for employees; (4) compensation includes a performance pay component; and (5) employees are accorded the authority, accountability, and responsibility they require to complete their work, and their managers are accorded responsibility for implementing outcome-based performance evaluations; Now Therefore

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. There is added to Seattle Municipal Code Chapter 4.20 a new Section numbered 4.20.380, as follows:

## 4.20.380 ACCOUNTABILITY PAY FOR EXECUTIVES PROGRAM — BASE PAY AND INCENTIVES

A. There is established an Accountability Pay for Executives Program (hereinafter referred to as the APEX Program) having base salary structure consisting of one (1) "executive pay band" with four (4) sub-bands, or "market groupings". Upon the recommendation of the Personnel Director or his or her designated management representative and approval by the City Council, a position may be included in the APEX Program. Each position included in the APEX Program shall be exempt from the classification service pursuant to Article XVI Section 7 of the Charter of the City of Seattle and Seattle Municipal Code Chapter 4.13. Positions will initially be allocated by the Personnel Director to a market grouping on the executive pay band. The appointing authority shall have the discretion to modify base salary and incentives.

- 97-3-08615-2 Diss. Angela ... Filed November 7
- 97-3-08315-3 Diss. Graciela M ... Filed November 10
- 97-3-08314-5 Diss. Cynthia L ... Filed November 10
- 97-3-08312-9 Sep Mann, Karen Jean ... Filed November 10
- 97-3-08311-1 Diss. Nicole Lec ... Filed November 10
- 97-3-08310-2 Diss. Angel Ann ... Filed November 10
- 97-3-08309-9 Diss. Judy Eileen ... Filed November 10
- 97-3-08308-1 Diss. Wm Todd ... Filed November 10
- 97-3-08307-2 Diss. Paul Richard ... Filed November 10
- 97-3-08306-4 Diss. Shawn Wayne ... Filed November 10
- 97-3-08304-8 Diss. Julie Rae ... Filed November 10
- 97-3-08303-0 Diss. Glenn Albert ... Filed November 10
- 97-3-07255-1 Diss. Arthur R ... Filed November 10
- 97-3-07254-2 Diss. Gray Carl ... Filed November 10
- 97-3-07253-4 Diss. Gray Carl ... Filed November 10