

Ordinance No. 120187

Council Bill No. 113477

The City of Seattle  
Council Bill/Ordinance

AN ORDINANCE, relating to City employment, which adjusts the pay band structures for the City's discretionary pay programs for the year 2001; amends Seattle Municipal Code (SMC) 4.20.430, Section B, to increase flexibility of the Information Technology Professional Compensation Program; and establishes spending limits for base pay and variable performance pay as applicable to specific compensation programs.

11-22-00 P

CF No. \_\_\_\_\_

Date Introduced:	NOV 13 2000	
Date 1st Referred:	To: (committee)	BUDGET
Date Re - Referred:	NOV 13 2000	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote:	
11-27-00	9-0	
Date Presented to Mayor:	Date Approved:	
11-28-00	11-29-00	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/>
11-30-00	7pp	F.T. <input checked="" type="checkbox"/>
Date Vetoes by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

11-27-00 ✓

This file is complete and ready

*Law Department*

Law Dept. Review

# The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: \_\_\_\_\_ DRAGO

Councilmember

## Committee Action:

11-22-00 Pass 9-0

11-27-00 Passed 9-0

This file is complete and ready for presentation to Full Council. Committee: \_\_\_\_\_

(initial/date)

Law Department

Law Dept. Review

OMP  
Review

City Clerk  
Review

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*Committee*  
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**ORDINANCE 120187**

1  
2  
3 AN ORDINANCE, relating to City employment, which adjusts the pay band  
4 structures for the City's discretionary pay programs for the year 2001; amends  
5 Seattle Municipal Code (SMC) 4.20.430, Section B, to increase flexibility of the  
6 Information Technology Professional Compensation Program; and establishes  
7 spending limits for base pay and variable performance pay as applicable to specific  
8 compensation programs.

9 WHEREAS, the Accountability Pay for Executives Program (APEX) was  
10 established by Ordinance #118782, and further modified by Ordinance #119706,  
11 which provided for adjustment to the pay bands based on a biennial labor market  
12 analysis of selected benchmark classifications as recommended by the  
13 Personnel Director; and

14 WHEREAS, the Manager Compensation Program and the Strategic Advisor  
15 Program, now collectively known as the Manager and Strategic Advisor  
16 Compensation Program (SAM), were established by Ordinances #118783 and  
17 #118775 respectively and further modified by Ordinance #119705, which  
18 provided for adjustment to the pay bands based on a biennial labor market  
19 analysis of selected benchmark classifications from each occupational group as  
20 recommended by the Personnel Director; and

21 WHEREAS, the Executive Manager-Legislative and the Strategic Advisor-  
22 Legislative titles were created by Ordinance #118850, the Strategic Advisor-Audit  
23 title was created by Ordinance #119089, the Executive Manager-City Auditor title  
24 was created by Ordinance #119272, and the Hearing Examiner pay band was  
created by Ordinance #120119 which all provided for adjustment to the salary  
bands at least biennially based on a labor market assessment as recommended  
by the appointing authority; and

WHEREAS, Ordinance #119954 provided that the Personnel Director shall act on  
behalf of the Legislative Department appointing authority to recommend all future  
adjustments to pay bands in the Legislative Department Broadband and that the  
title Executive Manager-City Auditor be included in these future adjustments; and

WHEREAS, the Power Marketer Compensation Program was established by  
Ordinance #119351 which provided for adjustment to the pay band based on a  
biennial labor market analysis as recommended by the Personnel Director; and

1 WHEREAS, the Information Technology Professional Compensation Program was  
2 established by Ordinance #119411 and further revised by Ordinance #119776  
3 which provided for adjustment to the pay bands as needed and/or at least every  
4 two years with the biennium budget based upon labor market analysis of  
5 selected benchmarks, as recommended by the Personnel Director;

6 **NOW THEREFORE,**

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

8 **Section 1. Adjusting the pay bands in the Accountability Pay For Executives**

9 **(APEX) Compensation Program.** As recommended by the Personnel Director, the  
10 pay bands in the APEX Compensation Program will be adjusted as shown below.

11 These rates for 2001 shall be effective 1-3-01.

<b><u>APEX Market Group</u></b>	<b><u>2000 Pay Band Rates</u></b>	<b><u>2001 Pay Band Rates</u></b>
Executive 1	\$28.65 - \$38.68	\$27.77 - \$41.65
Executive 2	\$32.56 - \$43.97	\$31.56 - \$47.34
Executive 3	\$40.02 - \$54.04	\$38.79 - \$58.19
Executive 4	\$50.37 - \$68.00	\$48.82 - \$73.22

12 **Section 2. Adjusting the pay bands in the Manager and Strategic Advisor (SAM)**

13 **Compensation Program.** As recommended by the Personnel Director and in  
14 accordance with Ordinance #119705, the pay bands in the SAM Compensation  
15 Program will be adjusted as shown below. The adjustments to each pay band shall  
16 encompass all occupational groups which constitute the class series. All other titles



1 associated with the SAM compensation program, such as temporary and out-of-  
2 class titles, shall be adjusted accordingly. All pay band changes will be effective 1-  
3 3-01.

<u>SAM Pay Band Titles</u>	<u>2000 Pay Band Rates</u>	<u>2001 Pay Band Rates</u>
4 Manager 1 (all classes)	\$22.44 - \$30.29	\$21.74 - \$32.62
5 Manager 2 (all classes)	\$26.51 - \$35.78	\$25.69 - \$38.53
6 Manager 3 (all classes)	\$30.58 - \$41.30	\$29.64 - \$44.46
7 Strategic Advisor 1 (all classes)	\$22.44 - \$30.29	\$21.74 - \$32.62
8 Strategic Advisor 2 (all classes)	\$26.51 - \$35.78	\$25.69 - \$38.53
9 Strategic Advisor 3 (all classes)	\$30.58 - \$41.30	\$29.64 - \$44.46
10		

11 **Section 3. Adjusting the pay bands in the Legislative Department and associated**  
12 **titles in the City Auditor's Office and the Hearing Examiner's Office.** As  
13 recommended by the Personnel Director the pay bands for the following titles will  
14 be adjusted as shown below effective 1-3-01:  
15

<u>Legislative Pay Band Title</u>	<u>2000 Pay Band Rates</u>	<u>2001 Pay Band Rates</u>
16 Executive Manager-Auditor	\$28.64 - \$68.00	\$27.77 - \$73.22
17 Executive Manager-Legislative	\$28.64 - \$68.00	\$27.77 - \$73.22
18 Strategic Advisor-Audit	\$22.44 - \$41.30	\$21.74 - \$44.46
19 Strategic Advisor-Legislative	\$22.44 - \$41.30	\$21.74 - \$44.46
20 Hearing Examiner	\$38.69 - \$66.00	\$41.65 - \$73.22
21		



1  
2 **Section 4. Adjusting the pay band in the Power Marketer Compensation Program.**

3 As recommended by the Personnel Director the pay band for the following title will  
4 be adjusted as noted effective 1-3-01:

5

<u>Power Marketer Title</u>	<u>2000 Pay Band Rates</u>	<u>2001 Pay Band Rates</u>
6 Power Marketer	\$24.90 - \$43.20	\$26.32 - \$45.67

7

8 **Section 5. Adjusting the pay bands in the Information Technology Professional**

9 (ITP) Compensation Program. As recommended by the Personnel Director, the  
10 pay bands for titles in the ITP compensation program shall be adjusted as noted  
11 below. All other titles associated with the ITP compensation program, such as  
12 temporary and out-of-class titles, shall also be adjusted accordingly. These pay  
13 band changes shall be effective 1-3-01.

14

<u>ITP Pay Band Titles</u>	<u>2000 Pay Band Rates</u>	<u>2001 Pay Band Rates</u>
15 Information Technology Professional A, Exempt	\$30.58 - \$41.30	\$29.64 - \$44.46
16 Information Technology Professional B, Exempt	\$26.51 - \$35.78	\$25.69 - \$38.53
17 Information Technology Professional C, Exempt	\$22.44 - \$31.50	\$22.25 - \$33.37
18 Information Technology Professional B	\$26.51 - \$35.78	\$25.69 - \$38.53
19 Information Technology Professional C	\$22.44 - \$31.50	\$22.25 - \$33.37

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1  
2 **Section 6. Amending SMC 4.20.430 to revise an incumbent pay restriction that**  
3 **inhibits the flexibility of the ITP Compensation Program.** SMC 4.20.430, Section B  
4 is hereby revised as follows:

5 B. The Personnel Director shall recommend to the City Council for approval, market  
6 adjustments to the pay zones annually. The market adjustment will be based upon  
7 labor market analysis of selected benchmark positions to be conducted as needed,  
8 and/or at least every two (2) years with the biennial budget. Program incumbents  
9 will receive an((the equivalent percentage)) adjustment to their base salary to retain  
10 a strong competitive position in the labor market.

11 **Section 7. Establishing spending limits for base pay and Variable Performance**  
12 **Pay (VPP) for the APEX and SAM Programs.** A limit on each department's overall  
13 spending for total base pay adjustments in 2001 for the APEX, Manager, and  
14 Strategic Advisor Programs is hereby established as 4.75% of total baseline  
15 salaries for the year. A limit on each department's overall spending for VPP awards  
16 in 2001 for the APEX and SAM programs is hereby established as 2% of baseline  
17 salaries. These percentages will be based on each department's actual annual  
18 program baseline salary costs as of January 2, 2001, including new positions in the  
19 2001 budget and including allowance for vacant positions, but not including any  
20 2001 base pay adjustments or market adjustments. These limits shall apply to  
21

1 each department's overall spending for the combined APEX and SAM programs.

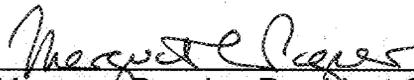
2 The Personnel Director may approve, if necessary and appropriate, properly  
3 documented exceptions to the spending limits for retention or hiring costs or for  
4 small departments. Department heads are hereby directed to report annual  
5 baseline salary data to the Personnel Director in accordance with procedures  
6 established by the Personnel Director.

7 **Section 8. Establishing spending limits for base pay for positions in the**  
8 **Information Technology Professional (ITP) Program.** A limit on each department's  
9 overall spending for base pay adjustments in 2001 for positions in the Information  
10 Technology Professional Program is hereby established as 5.5% of total baseline  
11 salaries for the year. This percentage will be based on each department's actual  
12 annual program baseline salary costs as of January 2, 2001, including new  
13 positions in the 2001 budget and including allowance for vacant positions, but not  
14 including any 2001 base pay adjustments or market adjustments. This limit shall  
15 apply to each department's overall spending for positions in the Information  
16 Technology Professional Program. The Personnel Director may approve, if  
17 necessary and appropriate, properly documented exceptions to the spending limits  
18 for retention or hiring costs or for small departments. Department heads are hereby  
19 directed to report annual baseline salary data to the Personnel Director in  
20 accordance with procedures established by the Personnel Director.

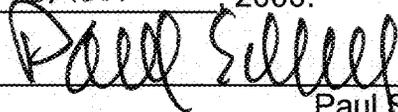
1 **Section 9.** Any act consistent with this authority and prior to the effective date of  
2 this ordinance is hereby ratified and confirmed.

3 **Section 10.** This ordinance shall take effect and be in force thirty (30) days from  
4 and after its approval by the Mayor, but if not approved and returned by the Mayor  
5 within ten (10) days after presentation, it shall take effect as provided by Municipal  
6 Code Section 1.04.020.

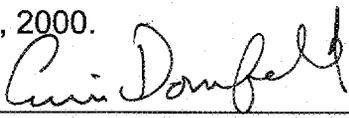
7 PASSED by the City Council the 27<sup>th</sup> day of November, 2000, and  
8 signed by me in open session in authentication of its passage this 27<sup>th</sup> day of  
9 November, 2000.

10   
11 \_\_\_\_\_  
Margaret Pageler, President City Council

12 Approved by me this 29<sup>th</sup> day NOVEMBER 2000.

13   
14 \_\_\_\_\_  
Paul Schell, Mayor

15 Filed by me this 30<sup>th</sup> day of November, 2000.

16   
17 \_\_\_\_\_  
Judith Pippin, City Clerk  
acting

18 (SEAL)  
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22



# City of Seattle

Paul Schell, Mayor

## Executive Services Department

Dwight D. Dively, Director

### MEMORANDUM

**DATE:** October 31, 2000

**TO:** Honorable Margaret Pageler, President  
Seattle City Council

**FROM:**   
Dwight Dively, Director  
Executive Services Department

  
Norma McKinney  
Personnel Director

**SUBJECT:** Proposed Legislation related to the City's Discretionary Pay (Broadband) Programs

*Title of the Legislation:* An ordinance, relating to City employment, which adjusts the pay band structures for the City's discretionary pay programs for the year 2001; amends Seattle Municipal Code (SMC) 4.20.430, Section B, to increase flexibility of the Information Technology Professional Compensation Program; and establishes spending limits for base pay and variable performance pay as applicable to specific compensation programs.

#### *Summary of the Legislation:*

The attached proposed legislation will implement adjustments to the pay ranges of the City's discretionary pay (broadband) programs, effective January 3, 2001. These programs are:

- Accountability Pay for Executives (APEX) Program
- Strategic Advisor and Manager (SAM) Programs
- Legislative Department and City Auditor's Office Broadbands
- Power Marketers
- Information Technology Professional (ITP) Program

This legislation also will implement spending limits for 2001 for the APEX, SAM, and ITP Programs.

The rates shown in the legislation reflect the 2001 adjustments to the 2000 bands and rates as recommended by the APEX/SAM Advisory Committee. Following is a section-by-section summary of the proposed legislation.

Section 1: Adjusting the APEX pay bands and Section 2: Adjusting the SAM pay bands. Based on the work and advice from our consultant, Johnson HR Consulting, Inc., the APEX/SAM Advisory Committee has recommended that the midpoints of each APEX

and SAM band be increased by 3.1% (a factor representing trend data in the market); and that the bands be expanded so that they are 50% wide (also reflecting market trends) instead of the current 35%.

Section 3: Adjusting the Legislative and Auditor pay bands. This section retains the link that the pay bands for the Legislative Department (including the City Auditor's Office) have had to the APEX and SAM bands. The Executive Manager titles span the bottom of Executive 1 to the top of Executive 4; and the Strategic Advisor titles for Audit and Legislative span the bottom of Strategic Advisor 1 to the top of Strategic Advisor 3.

Section 4: Power Marketers. This will be the first pay band adjustment for this program since it was established in 1998. The legislation proposes a 5.7% increase at the midpoint, which is equivalent to the 1999 and 2000 structure adjustments for APEX/SAM (2.565% for 1999, plus 3.1% for 2000).

Section 5: Adjusting the ITP pay bands. The consultant and the Advisory Committee are recommending the same pattern of band adjustment for ITP as is being recommended for APEX and SAM: increase the midpoint by 3.1% and expand the bands to 50% wide.

Section 6: Amending the SMC to effect a change in the ITP Program. For 2001, the Advisory Committee is recommending that ITP incumbents receive a market adjustment of 4.5%, which is greater than the proposed 3.1% (at midpoint) increase to the pay bands. As currently written in the Seattle Municipal Code, the incumbents' pay increase would have to be equal to the 3.1% band increase. A minor change in wording in the S.M.C. will allow the City to extend this higher percentage to the ITP employees – a practice which is justified by the market data.

Section 7: Spending limits for APEX and SAM. For 1999 and 2000, the spending limit for each department was 4% of total APEX/SAM salaries for base pay changes and 2% for VPP. The current proposed legislation includes total spending limits of 4.75% for base pay, and 2% for VPP. As was the case for 1999 and 2000, the current legislation also has provisions for the Personnel Director to approve exceptions to the spending limits for small departments or for pay changes that are necessary due to recruitment/retention issues.

Section 8: Spending limits for ITP. The proposed legislation includes a spending limit of 5.5% for positions in the ITP program, with the possibility for exceptions for small departments or for pay changes that are necessary due to recruitment/retention issues.

If you have any questions or need additional information regarding this ordinance, please contact Nancy Schaefer, Classification/Compensation Director, at 386-9081. Thank you.

DD/NM:NS

Attachment: Pay Band Ordinance  
cc: Jan Drago



## Fiscal Note Template

Each piece of legislation that is financial in nature requires a fiscal note. The fiscal note should be drafted by department staff and should identify operating, capital, revenue, and FTE impacts of the legislation. After preparation by departmental staff, the City Budget Office will review and make necessary revisions before transmittal to Council.

<b>Department:</b> Executive Services Dept.	<b>Contact Person/Phone:</b> Edie Jorgenson: 4-7964	<b>CBO Analyst/Phone:</b> Jim Echert: 4-8894 Barbara Gangwer: 5-0768
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**Legislation Title:**

An ordinance, relating to City employment, which adjusts the pay band structures for the City's discretionary pay programs for the year 2001; amends Seattle Municipal Code (SMC) 4.20.430, Section B, to increase flexibility of the Information Technology Professional Compensation Program; and establishes spending limits for base pay and variable performance pay as applicable to specific compensation programs.

**Summary of the Legislation:**

This legislation will implement adjustments to the pay ranges of the City's discretionary pay (broadband) programs, effective January 3, 2001. These programs are:

- Accountability Pay for Executives (APEX) Program
- Strategic Advisor and Manager (SAM) Programs
- Legislative Department and City Auditor's Office Broadbands
- Information Technology Professional (ITP) Program
- Power Marketers

This legislation also will implement spending limits for 2001 for the APEX, SAM, and ITP Programs.

**Background (Include justification for the legislation and funding history, if applicable):**

The broadband compensation programs were established by legislation and amended by subsequent legislation is as follows:

Program	Establishing Ordinance	Modifying Ordinance
Accountability Pay for Executives	#118782	#119706
Strategic Advisors/Managers Compensation	#118783 & #118775	#119705
Executive Manager & Strategic Advisor - Legislative	#118850 & 119954	
Strategic Advisor/Executive Manager - Audit	#119089 & 119272	
Hearing Examiner Pay Band	#120119	
Information Technology	#119411	#119776
Power Marketer	#119351	

**Public Private Partnership Review Status:**



Is the project referenced in the legislation subject to P4 review? If yes, identify P4 review to date.

N/A

Is the legislation subject to public hearing requirements? If yes, what public hearings have been held to date?

N/A

Sustainability Issues (related to grant awards):

N/A

*Estimated Expenditure Impacts:*

Please see attachment A for the total budget and fiscal impacts for each of the compensation programs.

*Estimated Revenue Impacts:*

FUND (List # and/or Account)	2000	2001	2002
N/A			
TOTAL			

One-time \$ \_\_\_\_\_

On-going \$ \_\_\_\_\_

*Estimated FTE Impacts:*

FUND	2000	2001	2002
N/A			
TOTAL			

# Full Time \_\_\_\_\_ # Part Time \_\_\_\_\_ # TES \_\_\_\_\_

Do positions sunset in the future? If yes, identify sunset date?

N/A



<b>Attachment A</b>					
<b>Estimated Fiscal and Budget Impacts of Proposed Pay Band Adjustments</b>					
<b>APEX/SAM Positions</b>					
<b>Fiscal Impact</b>	<b>Total</b>	<b>GF Share</b>	<b>Budget Impact</b>	<b>Total</b>	<b>GF Share</b>
Estimated 2001 Salaries	51,354,777	24,650,293	Estimated 2001 Salaries	51,354,777	24,650,293
4.75% Market Adjustment	2,439,352	1,170,889	0.95% MA above 3.8% COLA	487,870	234,178
Impact on 2% VPP	48,787	23,418	Fringe Benefits @ 16%	78,059	37,468
Fringe Benefits @ 16%	398,102	191,089	<b>Total</b>	<b>565,930</b>	<b>271,646</b>
<b>Total</b>	<b>2,886,241</b>	<b>1,385,396</b>			
<b>IT Positions</b>					
<b>Fiscal Impact</b>	<b>Total</b>	<b>GF Share</b>	<b>Budget Impact</b>	<b>Total</b>	<b>GF Share</b>
Estimated 2001 Salaries	16,094,896	4,023,724	Estimated 2001 Salaries	16,094,896	7,725,550
5.5% Market Adjustment	885,219	221,305	1.7% MA above 3.8% COLA	273,613	131,334
Fringe Benefits @ 16%	141,635	35,409	Fringe Benefits @ 16%	43,778	21,013
<b>Total</b>	<b>1,026,854</b>	<b>256,714</b>	<b>Total</b>	<b>317,391</b>	<b>152,348</b>
<b>Legislative Positions</b>					
<b>Fiscal Impact</b>	<b>Total</b>	<b>GF Share</b>	<b>Budget Impact</b>	<b>Total</b>	<b>GF Share</b>
Estimated 2001 Salaries	4,622,801	4,622,801	Estimated 2001 Salaries	4,622,801	4,622,801
4.75% Market Adjustment	219,583	219,583	0.95% MA above 3.8% COLA	43,917	43,917
Impact on 2% VPP	4,392	4,392	Fringe Benefits @ 16%	7,027	7,027
Fringe Benefits @ 16%	35,836	35,836	<b>Total</b>	<b>50,943</b>	<b>50,943</b>
<b>Total</b>	<b>259,811</b>	<b>259,811</b>			
<b>Power Marketers</b>					
<b>Fiscal Impact</b>	<b>Total</b>	<b>GF Share</b>	<b>Budget Impact</b>	<b>Total</b>	<b>GF Share</b>
Estimated 2001 Salaries	924,253	-	Estimated 2001 Salaries	924,253	-
5.7% Market Adjustment	52,682	-	1.9% MA above 3.8% COLA	8,780	-
Impact on 2% VPP	1,054	-	Fringe Benefits @ 16%	1,405	-
Fringe Benefits @ 16%	8,598	-	<b>Total</b>	<b>10,185</b>	<b>-</b>
<b>Total</b>	<b>62,334</b>	<b>-</b>			
<b>Grand Total</b>	<b>\$ 4,235,240</b>	<b>\$1,901,920</b>	<b>Grand Total</b>	<b>\$ 944,450</b>	<b>\$ 474,937</b>



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**STATE OF WASHINGTON – KING COUNTY**

--SS.

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125498  
City of Seattle, Clerk's Office

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 12<sup>th</sup> 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:120187 Ord In Ful

was published on

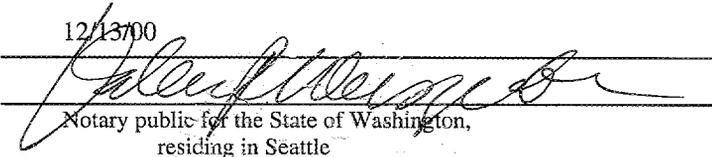
12/13/00

The amount of the fee charged for the foregoing publication is the sum of \$0.00, which amount has been paid in full.

  
\_\_\_\_\_

Subscribed and sworn to before me on

12/13/00

  
\_\_\_\_\_  
Notary public for the State of Washington,  
residing in Seattle

Affidavit of Publication

# State of Washington, King County

## City of Seattle

ORDINANCE 120187

AN ORDINANCE, relating to City employment, which adjusts the pay band structures for the City's discretionary pay programs for the year 2001; amends Seattle Municipal Code (SMC) 4.20.430, Section B, to increase flexibility of the Information Technology Professional Compensation Program; and establishes spending limits for base pay and variable performance pay as applicable to specific compensation programs.

WHEREAS, the Accountability Pay for Executives Program (APEX) was established by Ordinance #118782, and further modified by Ordinance #119706, which provided for adjustment to the pay bands based on a biennial labor market analysis of selected benchmark classifications as recommended by the Personnel Director; and

WHEREAS, the Manager Compensation Program and the Strategic Advisor Program, now collectively known as the Manager and Strategic Advisor Compensation Program (SAM), were established by Ordinances #118783 and #118775 respectively and further modified by Ordinance #119705, which provided for adjustment to the pay bands based on a biennial labor market analysis of selected benchmark classifications from each occupational group as recommended by the Personnel Director; and

WHEREAS, the Executive Manager-Legislative and the Strategic Advisor-Legislative titles were created by Ordinance #118850, the Strategic Advisor-Audit title was created by Ordinance #119089, the Executive Manager-City Auditor title was created by Ordinance #119272, and the Hearing Examiner pay band was created by Ordinance #120119 which all provided for adjustment to the salary bands at least biennially based on a labor market assessment as recommended by the appointing authority; and

WHEREAS, Ordinance #119954 provided that the Personnel Director shall act on behalf of the Legislative Department appointing authority to recommend all future adjustments to pay bands in the Legislative Department Broadband and that the title Executive Manager-City Auditor be included in these future adjustments; and

WHEREAS, the Power Marketer Compensation Program was established by Ordinance #119351 which provided for adjustment to the pay band based on a biennial labor market analysis as recommended by the Personnel Director; and

WHEREAS, the Information Technology Professional Compensation Program was established by Ordinance #119411 and further revised by Ordinance #119776 which provided for adjustment to the pay bands as needed and/or at least every two years with the biennium budget based upon labor market analysis of selected benchmarks, as recommended by the Personnel Director;

NOW THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

**Section 1. Adjusting the pay bands in the Accountability Pay For Executives (APEX) Compensation Program.** As recommended by the Personnel Director, the pay bands in the APEX Compensation Program will be adjusted as shown below. These rates for 2001 shall be effective 1-3-01.

APEX Market Group	2000 Pay Band Rates	2001 Pay Band Rates
Executive 1	\$28.65 - \$38.68	\$27.77 - \$41.65
Executive 2	\$32.56 - \$43.97	\$31.56 - \$47.34
Executive 3	\$40.02 - \$54.04	\$38.79 - \$58.19
Executive 4	\$50.37 - \$68.00	\$48.82 - \$73.22

**Section 2. Adjusting the pay bands in the Manager and Strategic Advisor (SAM) Compensation Program.** As recommended by the Personnel Director, the pay bands in the SAM Compensation Program will be adjusted as shown below. These rates for 2001 shall be effective 1-3-01.

**Pay (VPP) for the APEX and SAM Programs.** A limit on each department's overall spending for total base pay adjustments in 2001 for the APEX, Manager, and Strategic Advisor Programs is hereby established as 4.75% of total baseline salaries for the year. A limit on each department's overall spending for VPP awards in 2001 for the APEX and SAM programs is hereby established as 2% of baseline salaries. These percentages will be based on each department's actual annual program baseline salary costs as of January 2, 2001, including new positions in the 2001 budget and including allowance for vacant positions, but not including any 2001 base pay adjustments or market adjustments. These limits shall apply to each department's overall spending for the combined APEX and SAM programs. The Personnel Director may approve, if necessary and appropriate, properly documented exceptions to the spending limits for retention or hiring costs or for small departments. Department heads are hereby directed to report annual baseline salary data to the Personnel Director in accordance with procedures established by the Personnel Director.

**Section 8. Establishing spending limits for base pay for positions in the Information Technology Professional (ITP) Program.** A limit on each department's overall spending for base pay adjustments in 2001 for positions in the Information Technology Professional Program is hereby established as 5.5% of total baseline salaries for the year. This percentage will be based on each department's actual annual program baseline salary costs as of January 2, 2001, including new positions in the 2001 budget and including allowance for vacant positions, but not including any 2001 base pay adjustments or market adjustments. This limit shall apply to each department's overall spending for positions in the Information Technology Professional Program. The Personnel Director may approve, if necessary and appropriate, properly documented exceptions to the spending limits for retention or hiring costs or for small departments. Department heads are hereby directed to report annual baseline salary data to the Personnel Director in accordance with procedures established by the Personnel Director.

**Section 9.** Any act consistent with this authority and prior to the effective date of this ordinance is hereby ratified and confirmed.

**Section 10.** This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 27th day of November, 2000, and signed by me in open session in authentication of its passage this 27th day of November, 2000.

MARGARET PAGELER