

Ordinance No. 123197

Council Bill No. 116744

AN ORDINANCE, relating to City employment, to be known as the 2010 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2010.

CF No. _____

Date Introduced:	<u>11.23.09</u>	
Date 1st Referred:	To: (committee) <u>Finance + Budget</u>	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote: <u>9-0</u>	
Date Presented to Mayor:	Date Approved: <u>12.11.09</u>	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: [Signature]
Councilmember

Committee Action:

Do Pass - JG, SL

12-7-09 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

Electronic Copy Loaded

Indexed

ORDINANCE 123197

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3 AN ORDINANCE, relating to City employment, to be known as the 2010 Pay Zone Ordinance;
4 adjusting the pay zone structures for the City's discretionary pay programs for the year
5 2010.

6 WHEREAS, the Accountability Pay for Executives Program (APEX) was established by Seattle
7 Municipal Code Section 4.20.380, which provides for adjustment to the pay zones based
8 on a biennial labor market analysis of selected benchmark titles as recommended by the
9 Personnel Director; and

10 WHEREAS, the Manager Compensation Program and the Strategic Advisor Compensation
11 Program were established by Seattle Municipal Code Section 4.20.390, which provides
12 for adjustments to the pay zones based on a biennial labor market analysis of selected
13 benchmark titles as recommended by the Personnel Director; and

14 WHEREAS, the Information Technology Professional Compensation Program was established
15 by Seattle Municipal Code Section 4.20.430, which provides for annual adjustments to
16 the pay zones based on a labor market analysis of selected benchmarks that is conducted
17 as needed, but at least every two years as recommended by the Personnel Director; and

18 WHEREAS, the Investments/Debt Director Compensation Program was established by Seattle
19 Municipal Code 4.20.450, which provides for adjustments to the pay band at least every
20 two years as recommended by the Personnel Director; and

21 WHEREAS, the Electric Utility Executive Compensation Program was established by Seattle
22 Municipal Code Section 4.20.401, which provides for adjustments to the pay zones at
23 least every two years as recommended by the Personnel Director; and

24 WHEREAS, the Power Marketer Compensation Program was established by Seattle Municipal
25 Code Section 4.20.440, which provides for adjustments to the pay band based on a
26 biennial labor market analysis as recommended by the Personnel Director; and

27 WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, and Ordinance 120819
28 provides that the Personnel Director shall act on behalf of the Legislative Department's
appointing authority to recommend all future adjustments to pay bands in the Legislative
Department Broadbands; and

WHEREAS, Ordinance 121787 established the Mayoral Staff Assistant Discretionary Pay
Program and provided for future adjustments to the pay zones to be consistent with cost
of living adjustments awarded to non-represented City Step Pay Program titles; and



1 WHEREAS, the Assistant City Attorney Compensation Program was established by Ordinance
2 122007, which provided for adjustments to the pay band at least every two years as
3 recommended by the Personnel Director; NOW, THEREFORE,

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

5 **Section 1.** Adjusting the pay zones in the Accountability Pay for Executives (APEX)
6 Compensation Program. As recommended by the Personnel Director, the pay zones in the APEX
7 Compensation Program will be adjusted as shown below. These rates for 2010 shall be effective
8 January 6, 2010.

<u>APEX Titles</u>	<u>2009 Pay Zone Rates</u>	<u>2010 Pay Zone Rates</u>
Executive 1	\$34.70 - \$57.26	\$35.40 - \$58.40
Executive 2	\$41.00 - \$67.66	\$41.82 - \$69.01
Executive 3	\$48.42 - \$79.89	\$49.39 - \$81.49
Executive 4	\$57.12 - \$94.25	\$58.26 - \$96.13

16 **Section 2.** Adjusting the pay zones in the Manager Compensation Program and the
17 Strategic Advisor Compensation Program. As recommended by the Personnel Director, the pay
18 zones in the Manager Compensation Program and the Strategic Advisor Compensation Program
19 will be adjusted as shown below. The adjustments to each pay zone shall encompass all
20 occupational groups which constitute the class series. All pay zone changes will be effective
21 January 6, 2010.

<u>SA/M Titles</u>	<u>2009 Pay Zone Rates</u>	<u>2010 Pay Zone Rates</u>
Manager 1 (all classes)	\$31.81 - \$47.72	\$32.45 - \$48.67
Manager 2 (all classes)	\$34.69 - \$52.03	\$35.38 - \$53.07
Manager 3 (all classes)	\$37.95 - \$56.92	\$38.70 - \$58.06



1	Strategic Advisor 1 (all classes)	\$31.81 - \$47.72	\$32.45 - \$48.67
2	Strategic Advisor 2 (all classes)	\$34.69 - \$52.03	\$35.38 - \$53.07
3	Strategic Advisor 3 (all classes)	\$37.95 - \$56.92	\$38.70 - \$58.06

4
5 **Section 3.** Adjusting the pay zones in the Information Technology Professional (ITP)
6 Compensation Program. As recommended by the Personnel Director, the pay zones for titles in
7 the ITP Compensation Program shall be as shown below effective January 6, 2010.

8	<u>ITP Titles</u>	<u>2009 Pay Zone Rates</u>	<u>2010 Pay Zone Rates</u>
9			
10	Information Technology Professional A, Exempt	\$37.61 - \$56.42	\$38.36 - \$57.55
11			
12	Information Technology Professional B (all classes)	\$32.89 - \$49.34	\$33.55 - \$50.33
13			
14	Information Technology Professional C (all classes)	\$28.75 - \$43.12	\$29.32 - \$43.99

15
16 **Section 4.** Adjusting the pay band in the Investments/Debt Director Compensation
17 Program. As recommended by the Personnel Director, the pay band for the following titles will
18 be adjusted as shown below effective January 6, 2010.

19	<u>Investments/Debt Director Titles</u>	<u>2009 Pay Band Rates</u>	<u>2010 Pay Band Rates</u>
20			
21	Investments/Debt Director	\$38.31 - \$76.63	\$39.08 - \$78.16
22	Assistant Investments/Debt Director	\$38.31 - \$76.63	\$39.08 - \$78.16

23 **Section 5.** Adjusting the pay zones in the Electric Utility Executive (EUE)
24 Compensation Program. As recommended by the Personnel Director, the pay zones for titles in
25 the EUE Compensation Program shall be as shown below effective January 6, 2010.
26



<u>EUE Titles</u>	<u>2009 Pay Zone Rates</u>	<u>2010 Pay Zone Rates</u>
Electric Utility Executive 1	\$41.71 - \$66.73	\$42.54 - \$68.07
Electric Utility Executive 2	\$47.96 - \$76.73	\$48.91 - \$78.26
Electric Utility Executive 3, Director	\$62.54 - \$100.06	\$63.79 - \$102.06
Electric Utility Executive 3, Officer	\$71.53 - \$113.80	\$72.96 - \$116.74

Section 6. Adjusting the pay band in the Power Marketer Compensation Program. As recommended by the Personnel Director, the pay band for the following title will be adjusted as follows effective January 6, 2010.

<u>Power Marketer Title</u>	<u>2009 Pay Band Rates</u>	<u>2010 Pay Band Rates</u>
Power Marketer	\$37.13 - \$64.60	\$37.87 - \$65.90

Section 7. Adjusting the pay bands in the Legislative Department and associated titles in the City Auditor's Office. As recommended by the Personnel Director, the pay bands for the following titles will be adjusted as shown below effective January 6, 2010.

<u>Legislative Titles</u>	<u>2009 Pay Band Rates</u>	<u>2010 Pay Band Rates</u>
Executive Manager-Auditor	\$34.70 - \$94.25	\$35.40 - \$96.13
Executive Manager-Legislative	\$34.70 - \$94.25	\$35.40 - \$96.13
Hearing Examiner	\$41.00 - \$94.25	\$41.82 - \$96.13
Hearing Examiner, Deputy	\$41.00 - \$94.25	\$41.82 - \$96.13
Legislative Assistant	\$13.82 - \$48.28	\$14.09 - \$49.24
Strategic Advisor-Audit	\$31.81 - \$56.92	\$32.45 - \$58.06
Strategic Advisor-Legislative	\$31.81 - \$56.92	\$32.45 - \$58.06



1 **Section 8.** Adjusting the pay zones in the Executive Department - Mayor's Office. As
2 recommended by the Personnel Director, the pay zones for the following titles will be adjusted
3 consistent with cost of living adjustments awarded to non-represented City Step Pay Program
4 titles effective January 6, 2010..

<u>Mayoral Staff Assistant Titles</u>	<u>2009 Pay Zone Rates</u>	<u>2010 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$13.82 - \$27.64	\$14.09 - \$28.19
Mayoral Staff Assistant 2	\$24.14 - \$48.28	\$24.62 - \$49.24

9 **Section 9.** Adjusting the pay band in the Assistant City Attorney Compensation Program.
10 As recommended by the Personnel Director, the pay band for the Assistant City Attorney
11 Compensation Program shall be as shown below effective January 6, 2010.

<u>Assistant City Attorney Title</u>	<u>2009 Pay Band Rates</u>	<u>2010 Pay Band Rates</u>
City Attorney, Assistant	\$27.90 - \$66.96	\$28.46 - \$68.30

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FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Amy Williams / 233-2651

Legislation Title:

AN ORDINANCE, relating to City employment, to be known as the 2010 Pay Zone Ordinance; adjusting the pay zone structures for the City’s discretionary pay programs for the year 2010.

Summary of the Legislation:

This legislation proposes the 2010 adjustments to the pay structures for various discretionary pay programs including the Accountability Pay Executives Program (APEX), Manager and Strategic Advisor Compensation Programs, the Information Technology Professional Compensation Program (ITP), the Investments/Debt Director Compensation Program, the Electric Utility Executive Compensation Program (EUE), the Power Marketer Compensation Program, the Legislative Department’s Broadbands, the Hearing Examiner’s Pay Band, the Mayoral Staff Assistant Discretionary Pay Program, and the Assistant City Attorney Compensation Program.

• **Background:**

Various pay programs, collectively known as discretionary pay programs, provide for annual or biennial review of the salary structures in order to remain competitive in the labor market. These adjustments do not automatically create additional costs. Appointing authorities may approve salaries anywhere within the assigned pay zone for employees affected by this legislation.

- *Please check one of the following:*

This legislation has financial implications. *(Please complete all relevant sections that follow.)*

This legislation provides adjustments to the pay structures for the various discretionary pay programs. This legislation does not provide additional appropriation authority in 2010, and any new costs will be absorbed within a department’s existing budget.

Please list attachments to the fiscal note below:

N/A





City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

November 17, 2009

Honorable Richard Conlin
President
City Hall, 2nd Floor

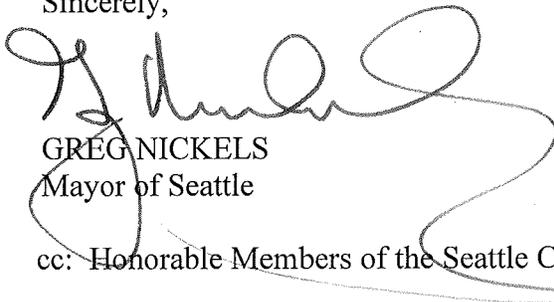
Dear Council President Conlin:

I am pleased to transmit the attached proposed Council Bill that adjusts the pay zone structure for the City's discretionary pay programs, including the Accountability Pay for Executives Program (APEX), Manager and Strategic Advisor Compensation Programs, the Information Technology Professional Compensation Program (ITP), the Investments/Debt Director Compensation Program, the Electric Utility Executive Compensation Program (EUE), the Power Marketer Compensation Program, the Legislative Department's Broadbands, the Hearing Examiner's Pay Band, the Mayoral Staff Assistant Discretionary Pay Program, and the Assistant City Attorney Compensation Program.

The attached Bill does not appropriate funds and does not automatically create additional costs. Appointing authorities may approve salaries anywhere within the assigned pay zone for employees affected by this legislation. Any new costs will be absorbed in the 2010 Adopted Budget.

Thank you for your consideration of this legislation. Should you have questions, please contact Joan Matheson at 386-9081.

Sincerely,



GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

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