

Ordinance No. 123784

Council Bill No. 117359

AN ORDINANCE, relating to City employment, to be known as the 2012 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2012.

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: [Signature]
Councilmember

Committee Action:

Do pass - JG, M'013 12/6/11

CF No. _____

Date Introduced:	<u>Nov. 28, 2011</u>	
Date 1st Referred:	<u>Nov. 28, 2011</u>	To: (committee) <u>Finance and Budget</u>
Date Re - Referred:		To: (committee)
Date Re - Referred:		To: (committee)
Date of Final Passage:	<u>12.12.11</u>	Full Council Vote: <u>8-0</u>
Date Presented to Mayor:	<u>12.18.11</u>	Date Approved: <u>Dec. 19, 2011</u>
Date Returned to City Clerk:	<u>Dec. 19, 2011</u>	Date Published: _____ T.O. <input checked="" type="checkbox"/> F.T. _____
Date Vetoed by Mayor:		Date Veto Published:
Date Passed Over Veto:		Veto Sustained:

12.12.11 Passed 8-0 excused: NL

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

123784

1
2
3 AN ORDINANCE, relating to City employment, to be known as the 2012 Pay Zone Ordinance;
4 adjusting the pay zone structures for the City's discretionary pay programs for the year
5 2012.

6 WHEREAS, the Accountability Pay for Executives Program (APEX) was established by Seattle
7 Municipal Code Section 4.20.380, which provides for adjustments 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 provides 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 provides 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
7 APEX Compensation Program will be adjusted as shown below. These rates for 2012 shall be
8 effective January 4, 2012.
9

<u>APEX Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
11 Executive 1	\$35.40 - \$58.40	\$36.03 - \$59.45
12 Executive 2	\$41.82 - \$69.01	\$42.58 - \$70.25
13 Executive 3	\$49.39 - \$81.49	\$50.27 - \$82.95
14 Executive 4	\$58.26 - \$96.13	\$59.31 - \$97.86

15
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 4, 2012.
22

<u>SA/M Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
24 Manager 1 (all classes)	\$32.45 - \$48.67	\$33.03 - \$49.55
25 Manager 2 (all classes)	\$35.38 - \$53.07	\$36.02 - \$54.02
26 Manager 3 (all classes)	\$38.70 - \$58.06	\$39.40 - \$59.10



1	Strategic Advisor 1 (all classes)	\$32.45 - \$48.67	\$33.03 - \$49.55
2	Strategic Advisor 2 (all classes)	\$35.38 - \$53.07	\$36.02 - \$54.02
3	Strategic Advisor 3 (all classes)	\$38.70 - \$58.06	\$39.40 - \$59.10

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 4, 2012.

8	<u>ITP Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
9	Information Technology Professional A,		
10	Exempt	\$38.36 - \$57.55	\$39.06 - \$58.58
11	Information Technology Professional B		
12	(all classes)	\$33.75 - \$50.63	\$34.36 - \$51.54
13	Information Technology Professional C		
14	(all classes)	\$29.50 - \$44.25	\$30.03 - \$45.05

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 4, 2012.

19	<u>Investments/Debt Director Titles</u>	<u>2011 Pay Band Rates</u>	<u>2012 Pay Band Rates</u>
20			
21	Investments/Debt Director	\$39.08 - \$78.16	\$39.78 - \$79.57
22	Assistant Investments/Debt Director	\$39.08 - \$78.16	\$39.78 - \$79.57

23
24 **Section 5.** Adjusting the pay zones in the Electric Utility Executive (EUE)
25 Compensation Program. As recommended by the Personnel Director, the pay zones for titles in
26 the EUE Compensation Program shall be as shown below effective January 4, 2012.

27
28



<u>EUE Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
Electric Utility Executive 1	\$42.54 - \$68.07	\$43.31 - \$69.29
Electric Utility Executive 2	\$48.91 - \$78.26	\$49.79 - \$79.67
Electric Utility Executive 3, Director	\$63.79 - \$102.06	\$64.94 - \$103.90
Electric Utility Executive 3, Officer	\$72.96 - \$116.74	\$74.27 - \$118.84

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 4, 2012.

<u>Power Marketer Title</u>	<u>2011 Pay Band Rates</u>	<u>2012 Pay Band Rates</u>
Power Marketer	\$37.87 - \$65.90	\$38.56 - \$67.09

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 4, 2012.

<u>Legislative Titles</u>	<u>2011 Pay Band Rates</u>	<u>2012 Pay Band Rates</u>
Executive Manager-City Auditor	\$35.40 - \$96.13	\$36.03 - \$97.86
Executive Manager-Legislative	\$35.40 - \$96.13	\$36.03 - \$97.86
Hearing Examiner	\$41.82 - \$96.13	\$42.58 - \$97.86
Hearing Examiner, Deputy	\$41.82 - \$96.13	\$42.58 - \$97.86
Legislative Assistant	\$14.09 - \$49.24	\$14.35 - \$50.13
Strategic Advisor-Audit	\$32.45 - \$58.06	\$33.03 - \$59.10
Strategic Advisor-Legislative	\$32.45 - \$58.06	\$33.03 - \$59.10



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 4, 2012.

<u>Mayoral Staff Assistant Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
6 Mayoral Staff Assistant 1	\$14.09 - \$28.19	\$14.35 - \$28.70
7 Mayoral Staff Assistant 2	\$24.62 - \$49.24	\$25.07 - \$50.13


8
9 **Section 9.** Adjusting the pay band in the Assistant City Attorney Compensation
10 Program. As recommended by the Personnel Director, the pay band for the Assistant City
11 Attorney Compensation Program shall be as shown below effective January 4, 2012.

<u>Assistant City Attorney Title</u>	<u>2011 Pay Band Rates</u>	<u>2012 Pay Band Rates</u>
14 City Attorney, Assistant	\$28.63 - \$68.71	\$29.14 - \$69.95



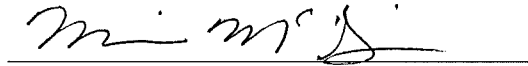
1 **Section 10.** This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4
5 Passed by the City Council the 12th day of December, 2011, and
6 signed by me in open session in authentication of its passage this
7 12th day of December, 2011.

8
9 

10 President _____ of the City Council

11
12 Approved by me this 19th day of December, 2011.

13
14 

15 Michael McGinn, Mayor

16
17 Filed by me this 19th day of December, 2011.

18
19 

20 Monica Martinez Simmons, City Clerk

21 (Seal)



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Greg Shiring / 386-4085

Legislation Title:

AN ORDINANCE, relating to City employment, to be known as the 2012 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2012.

Summary of the Legislation:

This legislation proposes the 2012 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.

Please check one of the following:

This legislation does not have any financial implications.
(Please skip to "Other Implications" section at the end of the document and answer questions a-h. Earlier sections that are left blank should be deleted. Please delete the instructions provided in parentheses at the end of each question.)

This legislation has financial implications.

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide or revise additional appropriation authority or revenues in 2012 or 2013. No positions are being abrogated or created with this legislation. Any new costs associated with pay structure adjustments will be absorbed within the departments' 2012-2013 Adopted Budget.



Other Implications:

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

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority in 2012 or 2013. This legislation presumes any new costs associated with individual pay structure adjustments will be absorbed within respective departments' 2012-2013 Adopted Budgets.

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

N/A

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

This legislation provides adjustments to the pay structures for the various discretionary pay programs. The discretionary pay programs include positions across all city departments.

d) What are the possible alternatives to the legislation that could achieve the same or similar objectives?

There are no alternatives available at this time.

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?

No.

g) Does this legislation affect a piece of property?

No.

h) Other Issues:

List attachments to the fiscal note below:

N/A





City of Seattle
Office of the Mayor

November 15, 2011

Honorable Richard Conlin
President
Seattle City Council
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.

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority in 2012 or 2013. This legislation presumes any new costs associated with individual pay structure adjustments will be absorbed within respective departments' 2012-2013 Adopted Budgets.

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

Sincerely,

Michael McGinn
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



STATE OF WASHINGTON – KING COUNTY

--SS.

279522
CITY OF SEATTLE, CLERKS OFFICE

No.

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:123776-789 TITLE ONLY

was published on

12/30/11

The amount of the fee charged for the foregoing publication is the sum of \$ 204.75, which amount has been paid in full.



[Handwritten signature]

Subscribed and sworn to before me on

12/30/11

[Handwritten signature]

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on December 12, 2011, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>. Contact: Office of the City Clerk at (206) 684-8344.

ORDINANCE NO. 123776

AN ORDINANCE relating to land use and zoning; amending Sections 22.900G.010, 22.900G.015, 23.41.012, 23.47A.012, 23.73.009, 23.73.010, and 23.84A.038, and adding new Sections 23.73.005, 23.73.012, 23.73.014, 23.73.016, 23.73.018, and 23.73.024 to the Seattle Municipal Code, and amending the fee schedules for the Department of Neighborhoods and Office of Housing, in order to designate a Conservation Core area within the Pike/Pine Conservation Overlay District and to establish and administer a transfer of development potential program for the Conservation Overlay District to better preserve and enhance the character of the Pike/Pine neighborhood.

ORDINANCE NO. 123777

AN ORDINANCE relating to the City Light Department; authorizing the execution of a confirmation agreement with J.P. Morgan Ventures Energy Corporation for the purchase of environmental attributes from a 10 MW share of the Stateline Wind Project in the form of renewable energy certificates that are necessary or convenient for meeting the requirements of the Washington State Energy Independence Act; and further authorizing the execution of other necessary and convenient agreements for the receipt, tracking, transferring, management, and sale of the environmental attributes.

ORDINANCE NO. 123778

AN ORDINANCE relating to the City Light Department; authorizing the execution of two confirmation agreements with Power County Wind Park North, LLC and Power County Wind Park South, LLC for the purchase of environmental attributes in the form of renewable energy certificates that are necessary or convenient for meeting the requirements of the Washington State Energy Independence Act; and further authorizing the execution of other necessary and convenient agreements for the receipt, tracking, transferring, management, and sale of the environmental attributes.

ORDINANCE NO. 123779

AN ORDINANCE relating to the City Light Department; authorizing the Superintendent of Seattle City Light to execute an agreement with Bonneville Power Administration and Puget Sound Energy Corporation for the Preferred Puget Sound Area Plan of Service Projects and Cost

Allocation; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123780

AN ORDINANCE relating to indigent public defense services; authorizing the City Budget Director to execute a contract for services with a third public defense agency.

ORDINANCE NO. 123781

AN ORDINANCE authorizing, in 2011, acceptance of funding from non-City sources; authorizing the heads of the Seattle Fire Department, Seattle Police Department, Department of Information Technology, Department of Parks and Recreation, the Office for Civil Rights, Human Services Department, Seattle City Light, Seattle Department of Transportation and Seattle Public Utilities to accept specified grants and private funding and to execute, deliver, and perform corresponding agreements; and ratifying and confirming certain prior acts.

ORDINANCE NO. 123782

AN ORDINANCE related to the 2011 Budget; amending Ordinance 123442, which adopted the 2011 Budget, including the 2011-2016 Capital Improvement Program (CIP); changing appropriations to various departments and budget control levels, and from various funds in the Budget; making cash transfers between various City funds; revising project allocations for certain projects in the 2011-2016 CIP; creating exempt positions; creating new positions; authorizing expenditures; and ratifying and confirming certain prior acts; all by a 3/4 vote of the City Council.

ORDINANCE NO. 123783

AN ORDINANCE relating to the regulation of limousines; authorizing the Director of Finance and Administrative Services to enforce state limousine laws; adopting local laws regulating limousines consistent with state limousine laws; authorizing a cooperative agreement with the Washington Department of Licensing for the enforcement of limousine laws and regulations; creating a new Chapter 6.320 in the Seattle Municipal Code; amending the 2012 budget; and ratifying and confirming certain prior acts; all by a three-fourths vote of the City Council.

ORDINANCE NO. 123784

AN ORDINANCE, relating to City employment, to be known as the 2012 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2012.

ORDINANCE NO. 123785

AN ORDINANCE relating to City employment commonly referred to as the Fourth Quarter 2011 Employment Ordinance; establishing new titles and/or salaries; designating positions as exempt from Civil Service status; and ratifying and confirming prior acts; all by a 2/3 vote of the City Council.

ORDINANCE NO. 123786

AN ORDINANCE relating to economic development; creating an Economic Development Commission to advise and make recommendations to the Mayor and City Council; and establishing a new Chapter 3.15 of the Seattle Municipal Code.

ORDINANCE NO. 123787

AN ORDINANCE relating to the Seattle Ethics and Elections Commission; authorizing the Executive Director to execute an agreement with the City of Kirkland for implementing an ongoing independent ethics program for the City of Kirkland and ratifying and confirming certain prior acts.

ORDINANCE NO. 123788

AN ORDINANCE relating to City employment; adding a new section to Seattle Municipal Code Chapter 4.34 that authorizes eligible City of Seattle employees to convert accumulated and unused vacation to cash to benefit relief efforts on behalf of victims of natural disasters.

ORDINANCE NO. 123789

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

Publication ordered by the City Clerk
Date of publication in the Seattle Daily Journal of Commerce, December 30, 2011.
12/30(279522)