

Ordinance No. 121886

Council Bill No. 115332

AN ORDINANCE, relating to City employment, to be known as the 2005 Pay Zone Ordinance, which adjusts the pay zone structures for the City's discretionary pay programs for the year 2005; provides for the Personnel Director to maintain consistency in pay administration for the Information Technology Professional program and sets the maximum of the pay zone as the limit for base pay setting in the Executive, Manager and Strategic Advisor Programs.

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

Date Introduced:	AUG - 1 2005	
Date 1st Referred:	To: (committee)	Government Affairs & Labor
	AUG - 1 2005	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage:	Full Council Vote:	
8-8-05	9-0	
Date Presented to Mayor:	Date Approved:	
8-9-05	8/16/05	
Date Returned to City Clerk:	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
8/17/05	SPM	
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

# The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: Jan Pease

Councilmember

## Committee Action:

DO PASS 3-0 JD, RM, JC

8-8-05 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** 12-1886

1  
2 AN ORDINANCE, relating to City employment, to be known as the 2005 Pay Zone Ordinance,  
3 which adjusts the pay zone structures for the City's discretionary pay programs for the  
4 year 2005; provides for the Personnel Director to maintain consistency in pay  
5 administration for the Information Technology Professional program and sets the  
6 maximum of the pay zone as the limit for base pay setting in the Executive, Manager and  
7 Strategic Advisor Programs.

8 WHEREAS, the Accountability Pay for Executives Program (APEX) was established by  
9 Ordinance 118782, and further modified by Ordinance 119706 and Ordinance 120653,  
10 which provided for adjustment to the pay zones based on a biennial labor market analysis  
11 of selected benchmark titles as recommended by the Personnel Director; and

12 WHEREAS, the Manager Compensation Program and the Strategic Advisor Compensation  
13 Program, now collectively known as the Strategic Advisor and Manager Compensation  
14 Programs (SAM), were established by Ordinances 118783 and 118775, respectively, and  
15 further modified by Ordinance 119705, and 120653, which provided for adjustment to the  
16 pay zones based on a biennial labor market analysis of selected benchmark titles as  
17 recommended by the Personnel Director; and

18 WHEREAS, the Hearing Examiner pay zone was created by Ordinance 120119, which provided  
19 for adjustment to the pay zone structure based on a biennial labor market analysis as  
20 recommended by the Personnel Director; and

21 WHEREAS, Ordinance 119954 and Ordinance 120819 provided that the Personnel Director shall  
22 act on behalf of the Legislative Department's appointing authority to recommend all  
23 future adjustments to pay zones in the Legislative Department Broadband and that the  
24 title "Executive Manager-City Auditor" and "Strategic Advisor-Audit" be included in  
25 these future adjustments; and

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

WHEREAS, the Power Marketer Compensation Program was established by Ordinance 119351  
which provided for adjustment to the pay zone 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 was further revised by Ordinances 119776, 120187, 120653,



1 and 120718 which provided for adjustment to the pay zones as needed, and/or at least  
2 every two years, based upon labor market analysis of selected benchmarks as  
recommended by the Personnel Director; and

3 WHEREAS, the Information Technology Professional Compensation Program includes both  
4 represented and non-represented positions for which the City would like to maintain  
5 equitable base pay practices, NOW, THEREFORE,

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

7 **Section 1. Adjusting the pay zones in the Accountability Pay For Executives**

8 **(APEX) Compensation Program.** As recommended by the Personnel Director, the pay zones in  
9 the APEX Compensation Program will be adjusted as shown below. These rates for 2005 shall  
10 be effective December 29, 2004.  
11

<u>APEX Market Group</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
12 Executive 1	\$30.86 - \$46.30	\$32.41 - \$48.61
13 Executive 2	\$37.03 - \$55.55	\$38.29 - \$57.44
14 Executive 3	\$44.46 - \$66.68	\$45.21 - \$67.82
15 Executive 4	\$53.34 - \$80.02	\$53.34 - \$80.02

16  
17  
18  
19 **Section 2. Adjusting the pay zones in the Strategic Advisor and Manager (SAM)**

20 **Compensation Programs.** As recommended by the Personnel Director and in accordance with  
21 Ordinance 119705, the pay zones in the SAM Compensation Programs will be adjusted as shown  
22 below. The adjustments to each pay zone shall encompass all occupational groups which  
23 constitute the class series. All pay zone changes will be effective December 29, 2004.

<u>SAM Pay Zone Titles</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
24 Manager 1 (all classes)	\$24.43 - \$36.65	\$26.63 - \$39.95



1	Manager 2 (all classes)	\$28.09 - \$42.13	\$29.84 - \$44.77
2	Manager 3 (all classes)	\$32.30 - \$48.44	\$33.43 - \$50.14
3	Strategic Advisor 1 (all classes)	\$24.43 - \$36.65	\$25.41 - \$38.11
4	Strategic Advisor 2 (all classes)	\$28.09 - \$42.13	\$28.65 - \$42.97
5	Strategic Advisor 3 (all classes)	\$32.30 - \$48.44	\$32.30 - \$48.44

7

8 **Section 3. Adjusting the pay zones in the Legislative Department and associated**

9 **titles in the City Auditor's Office.** As recommended by the Personnel Director, the pay zones

10 for the following titles will be adjusted as shown below effective December 29, 2004.

11	<u>Legislative Pay Zone Title</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
12	Executive Manager-Auditor	\$30.86 - \$80.02	\$32.41 - \$80.02
13	Executive Manager-Legislative	\$30.86 - \$80.02	\$32.41 - \$80.02
14	Strategic Advisor-Audit	\$24.43 - \$48.44	\$25.41 - \$48.44
15	Strategic Advisor-Legislative	\$24.43 - \$48.44	\$25.41 - \$48.44
16	Hearing Examiner	\$37.03 - \$80.02	\$38.29 - \$80.02
17	Legislative Assistant	\$11.75 - \$41.06	\$12.04 - \$42.09

18

19 **Section 4. Adjusting the pay zones in the Executive Department - Mayor's Office.**

20 As recommended by the Personnel Director, the pay zones for the following titles will be

21 adjusted as shown below effective December 29, 2004.

23	<u>Mayoral Staff Assistant Pay</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
24	<u>Zone Title</u>		
24	Mayoral Staff Assistant 1	\$11.75 - \$23.50	\$12.04 - \$24.09
25	Mayoral Staff Assistant 2	\$20.53 - \$41.06	\$21.04 - \$42.09



**Section 5. Adjusting the pay zone in the Power Marketer Compensation Program.**

As recommended by the Personnel Director, the pay zone for the following title will be adjusted as shown below effective December 29, 2004.

<u>Power Marketer Title</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
Power Marketer	\$28.46 - \$49.39	\$29.17 - \$50.62

**Section 6. Adjusting the pay zones in the Information Technology Professional (ITP) Compensation Program.** As recommended by the Personnel Director, the pay zones for titles in the ITP compensation program shall be as shown below effective December 29, 2004.

<u>ITP Pay Zone Titles</u>	<u>2004 Pay Zone Rates</u>	<u>2005 Pay Zone Rates</u>
Information Technology Professional A, Exempt	\$32.36 - \$48.54	\$32.36 - \$48.54
Information Technology Professional B (all classes)	\$28.04 - \$42.06	\$28.04 - \$42.06
Information Technology Professional C (all classes)	\$24.28 - \$36.42	\$24.28 - \$36.42

**Section 7. Information Technology Professional Program pay administration.** The Personnel Director is hereby authorized to issue pay program administration directions which support equitable employee base pay rates and salary administration practices in all employing units, and to issue instructions limiting further base pay adjustments during a year when program rules have moved individual pay above the range maximum.

**Section 8. APEX, Manager and Strategic Advisor Program.** The Personnel Director is hereby authorized to issue pay program administration instructions limiting further base pay

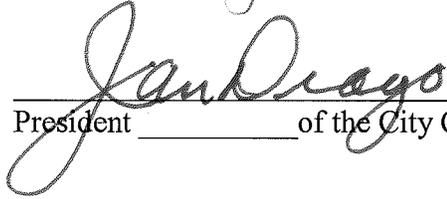


1 adjustments when program rules have been invoked to set individual pay above the range  
2 maximum. Except for specifically authorized position exceptions to pay zone maximums,  
3 employee base pay may not exceed pay zone maximum.

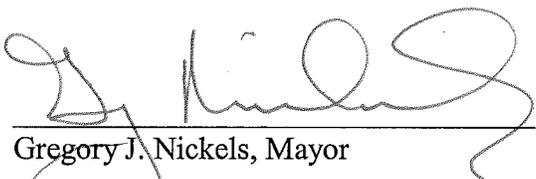
4 **Section 9.** Any act consistent with the authority and prior to the effective date of this  
5 ordinance is hereby ratified and confirmed.

6 **Section 10.** This ordinance shall take effect and be in force thirty (30) days from and  
7 after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10)  
8 days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.  
9

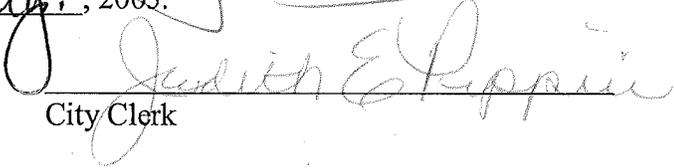
10 Passed by the City Council the 8<sup>th</sup> day of August, 2005, and signed by me in open  
11 session in authentication of its passage this 8<sup>th</sup> day of August, 2005.

12  
13   
14 \_\_\_\_\_  
15 President \_\_\_\_\_ of the City Council

16 Approved by me this 16<sup>th</sup> day of August, 2005.

17  
18   
19 \_\_\_\_\_  
20 Gregory J. Nickels, Mayor

21 Filed by me this 17<sup>th</sup> day of Aug., 2005.

22   
23 \_\_\_\_\_  
24 City Clerk

25 (Seal)





# City of Seattle

---

Gregory J. Nickels, Mayor

## Office of the Mayor

July 21, 2005

Honorable Jan Drago  
President  
Seattle City Council  
Seattle City Hall, Floor 2

Dear Council President Drago:

The attached proposed Council Bill, which is known as the 2005 Pay Zone Ordinance, adjusts the pay zone structures for the City's discretionary pay programs for 2005; provides for the Personnel Director to maintain consistency in pay administration for the Information Technology Professional program; and sets the maximum of the pay zone as the limit for base pay setting in the Executive, Manager, and Strategic Advisor Programs.

Thank you for your consideration of this legislation. Should you have questions please contact Norma McKinney, Personnel Director, at 684-7870.

Sincerely,

A handwritten signature in blue ink, appearing to read "Greg Nickels", written over a large, faint, stylized graphic element that resembles a signature or a large letter "G".

GREG NICKELS  
Mayor of Seattle

---

600 Fourth Avenue, 7th Floor, Seattle, WA 98104-8154

Tel: (206) 684-4000, TDD: (206) 684-8811 Fax: (206) 684-5360, E:mail: mayors.office@ci.seattle.wa.us

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



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>DOF Analyst/Phone:</b>
Personnel Department	Edie Jorgensen/4-7964 Nancy Schaefer/6-9081 Linda Leong/4-7970	Ellen Schroer/3-9841

**Legislation Title:**

AN ORDINANCE, relating to City employment, to be known as the 2005 Pay Zone Ordinance, which adjusts the pay zone structures for the City's discretionary pay programs for the year 2005; provides for the Personnel Director to maintain consistency in pay administration for the Information Technology Professional program and sets the maximum of the pay zone as the limit for base pay setting in the Executive, Manager and Strategic Advisor Programs.

• **Summary of the Legislation:**

The legislation proposes the pay structures for various discretionary pay programs.

• **Background:** *(Include brief description of the purpose and context of legislation and include record of previous legislation and funding history, if applicable):*

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.

• *Please check one of the following:*

**This legislation does not have any financial implications.** *(Stop here and delete the remainder of this document prior to saving and printing.)*

\* Although this ordinance does not represent new costs beyond those already planned and accounted for in the budget, we are providing an estimate of the potential cost accountable to these programs. This year's ordinance will have no compounding impact for subsequent years.

**Please list attachments to the fiscal note below:**

Costing for 2005 Pay Zone Ordinance



**All Discretionary Pay Programs**

**2004**

**2005**

Salaries (expressed in \$1,000s as noted) are Citywide totals for each program as of 12/31/2004:

\$87,700

Increased 'cost' based on structure adjustments:

\$3,469

Statutory Benefits at 15.68%:

\$544

**Total Estimated Impact of Legislation:**

**\$4,013**

A (Detailed breakdown by program)

	B	C	D	E	F
All Discretionary Pay Programs	12/31/2004 Actual Salaries	Anticipated Spending	Diff (colC minus colB)	Diff + Benefits Cost IS cost of Ordinance estimate	Ordinance cost expressed in 1,000s
APEX	15,134,258	4%	605,370	700,292	700.3
SAM	41,187,983	4%	1,647,519	1,905,850	1,905.9
Info Tech Professional	26,326,747	4%	1,053,070	1,218,191	1,218.1
Audit Strategic Advisor/Executive <sup>1</sup>	704,708	1	28,188	32,608	32.6
Legislative Strategic Advisor/Executive <sup>1</sup>	1,764,667	1	70,587	81,655	81.7
Legislative Assistant <sup>2</sup>	1,211,752	2	30,294	35,044	35.0
Hearing Examiner	110,000	2.5%	2,750	3,181	3.2
Power Marketer	1,259,567	2.5%	31,489	36,426	36.4
<b>TOTAL</b>	<b>87,699,682</b>		<b>3,469,267</b>	<b>4,013,248</b>	<b>4,013.3</b>

<sup>1</sup> Estimated same as APEX (Accountability Pay for Executives) or SAM (Strategic Advisors and Managers)

<sup>2</sup> Legislative Assistant estimated at 2.5% (same as estimated COLA figures in use 2.5%)

**FISCAL NOTE SUPPLEMENTAL INFORMATION**



STATE OF WASHINGTON – KING COUNTY

--SS.

189227  
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

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:121878-121890

was published on

08/19/05

The amount of the fee charged for the foregoing publication is the sum of \$ 178.88, which amount has been paid in full.

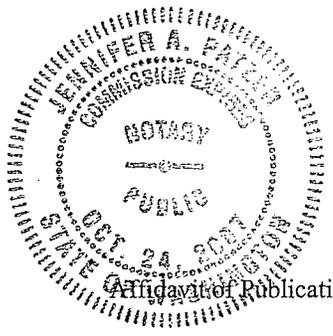
*[Handwritten signature]*

Subscribed and sworn to before me on

08/19/05

*[Handwritten signature]*

Notary public for the State of Washington,  
residing in Seattle



Affidavit of Publication

# State of Washington, King County

## City of Seattle

### TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on August 8, 2005, and published here by title only, will be mailed upon request, or can be accessed electronically at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

#### ORDINANCE NO. 121890

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

#### ORDINANCE NO. 121889

AN ORDINANCE relating to the construction of new fire facilities; amending the 2005 Adopted Budget, including the 2005-2010 Capital Improvement Program (CIP); amending a CIP project; making appropriations to the Fleets and Facilities Department, from the Cumulative Reserve Subfund and the 2003 Fire Facilities Fund to pay for the construction of a new Fire Station 10; all by a three-fourths vote of the City Council.

#### ORDINANCE NO. 121888

AN ORDINANCE conditionally authorizing the Mayor to sign and/or execute individual collective bargaining agreements by and between the City of Seattle and the individual Unions which are part of the Coalition of City Unions to be effective through December 31, 2007; and providing payment thereof.

#### ORDINANCE NO. 121887

AN ORDINANCE relating to compensation for certain City officers and employees not covered by collective bargaining agreements and providing salary increases effective December 29, 2004; December 28, 2005; and December 27, 2006; and providing payment thereof.

#### ORDINANCE NO. 121886

AN ORDINANCE relating to City employment, to be known as the 2005 Pay Zone Ordinance, which adjusts the pay zone structures for the City's discretionary pay programs for the year 2005; provides for the Personnel Director to maintain consistency in pay administration for the Information Technology Professional program and sets the maximum of the pay zone as the limit for base pay setting in the Executive, Manager and Strategic Advisor Programs.

#### ORDINANCE NO. 121885

AN ORDINANCE superseding Ordinance 121692 to authorize the Personnel Director to provide a wage supplement and health care benefits for employees who are mobilized by the United States Armed Forces for active military service.

#### ORDINANCE NO. 121883

AN ORDINANCE amending the 2005 Adopted Budget, including the 2005-2010 Capital Improvement Program (CIP); changing appropriations to various departments and from various funds in the Budget; making cash transfers between various City funds and subfunds; removing a 2005 budget proviso; amending the CIP for Seattle Public Utilities; and creating positions, of which one is exempt; all by a three-fourths vote of the City Council.

#### ORDINANCE NO. 121882

AN ORDINANCE amending the 2005 Adopted Budget, including the 2005-2010 Capital Improvement Program (CIP); amending and creating new CIP projects; making appropriations to various departments, from the Cumulative Reserve Subfund and Transportation Operating Fund; all by a three-fourths vote of the City Council.

#### ORDINANCE NO. 121881

AN ORDINANCE authorizing, in 2005, acceptance of funding from non-City sources; authorizing the Department of Executive Administration, the Department of Parks and Recreation, the Office of Policy and Management, the Seattle Fire Department, the Seattle Municipal Court, and the Seattle Police Department to accept specified grants and private funding.

#### ORDINANCE NO. 121880

AN ORDINANCE relating to assistance for the homeless, authorizing an agreement with the United States Department of Housing and Urban Development for additional funds available under the Stuart B. McKinney Homeless Assistance Act.

#### ORDINANCE NO. 121878

AN ORDINANCE relating to the City's Consolidated Plan for Housing and Community Development for 2005-2008; authorizing acceptance of grant funds from the United States Department of Housing and Urban Development for programs included in the City's Consolidated Plan for Housing and Community Development; decreasing appropriations in the 2005 Budget for activities under the Emergency Shelter Grant Program, HOME Program, Community Development Block Grant Program, and Housing Opportunities for Persons With AIDS program; amending City's Consolidated Plan to amend the 2005 Table of Proposed Projects component and the Housing Policies appendix, and revising Appendix P to such Plan to include a new Neighborhood Revitalization Strategy for Southeast Seattle and to delete such strategies for four other neighborhoods; authorizing the submission of revised Appendix P to the United States Department of Housing and Urban Development; authorizing other conforming amendments to the Consolidated Plan; allocating unused funds from prior years; and ratifying and confirming prior acts.

#### ORDINANCE NO. 121879

AN ORDINANCE relating to Seattle Center; authorizing the execution of an agreement between the City and IRIS Holdings, LLC ("IRIS") relating to the City's potential acquisition of certain rights-of-way through property located on Fifth Avenue North that IRIS has contracted to purchase from the City.

Publication ordered by JUDITH PIPPIN,  
City Clerk

Date of publication in the Seattle Daily  
Journal of Commerce, August 19, 2005.

8/19(189227)