SEATTLE CITY COUNCIL

Legislative Summary

CB 118602

Record No.: CB 118602 **Type:** Ordinance (Ord) **Status:** Passed

Version: 1 124974 **In Control:** City Clerk

File Created: 12/16/2015

Final Action: 01/14/2016

Title: AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

Notes:

Sponsors: Burgess

Date

Filed with City Clerk:

Mayor's Signature:

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File **Legal Notice Published:** ☐ Yes ☐ No

Ver-sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	12/22/2015	Mayor's leg transmitted to Council	City Clerk			
	Action Text: The Council Bill (CB) was Mayor's leg transmitted to Council. to the City Clerk						
	Notes:						
1	City Clerk	12/28/2015	sent for review	Council President's Office			
	Action Text: The Council Bill (CB) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	12/30/2015	referred	Full Council			
	Action Text: The Council Bill (CB) was referred. to the Full Council						
	Notes:						
1	Full Council	01/04/2016	referred	Full Council			
	Action Text: The Council Bill (CB) was referred. to the Full Council						
	Notes:						
1	Full Council	01/11/2016	passed				Pass

Action Text: The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:

Notes: Motion was made and duly seconded to pass Council Bill 118602.

In Favor: 9 Councilmember Bagshaw, Councilmember Burgess, Councilmember González , Council President Harrell, Councilmember Herbold, Councilmember Johnson, Councilmember Juarez, Councilmember O'Brien, Councilmember Sawant

Opposed: 0

1	City Clerk	01/12/2016	submitted for Mayor's signature	Mayor

Action Text: The Council Bill (CB) was submitted for Mayor's signature. to the Mayor

Notes:

1	Mayor	01/14/2016	Signed	

Action Text: The Council Bill (CB) was Signed.

Notes:

1	Mayor	01/14/2016	returned	City Clerk

Action Text: The Council Bill (CB) was returned. to the City Clerk

Notes:

1	City Clerk	01/14/2016	attested by City Clerk	

Action Text: The Ordinance (Ord) was attested by City Clerk.

Notes:

CITY OF SEATTLE

ORDINANCE 124974

COUNCIL BILL 118602

AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

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

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

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

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

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

WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, and Ordinance 120819 provides that the Seattle Human Resources 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

WHEREAS, the Assistant City Attorney Compensation Program was established by Ordinance 122007, which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, the Seattle Police Chief Compensation Program was established by Ordinance 124510, which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director for approval by the City Council; and

WHEREAS, the City Light General Manager and Chief Executive Officer Compensation Program was established by Ordinance 121176, and Ordinance 124507 which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, the Magistrate Compensation Program was established by Ordinance 124586 which provides for adjustments to the pay band at least every two years as recommended by the Seattle Human Resources Director; and

WHEREAS, Council Bill _____ gives City Departments appropriation authority to cover compensation increases resulting from this ordinance; NOW THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Adjusting the pay zones in the Accountability Pay for Executives (APEX) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones in the APEX Compensation Program will be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

APEX Titles	2014 Pay Zone Rates	2015 Pay Zone Rates	2016 Pay Zone Rates
Executive 1	$37.89 - $62.53	$38.65 - $63.78	$39.42 - $65.06
Executive 2	$44.78 - $73.88	$45.68 - $75.36	$46.59 - $76.86
Executive 3	$52.86 - $87.23	$53.92 - $88.98	$55.00 - $90.76
Executive 4	$62.37 - $102.91	$63.62 - $104.97	$64.89 - $107.07

APEX Titles	2017 Pay Zone Rates	2018 Pay Zone Rates
Executive 1	$40.41 - $66.68	$41.52- $68.52
Executive 2	$47.75 - $78.79	$49.07 - $80.95
Executive 3	$56.37 - $93.03	$57.92 - $95.59
Executive 4	$66.51 - $109.74	$68.34 - $112.76

Section 2. Adjusting the pay zones in the Manager Compensation Program and the Strategic Advisor Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones in the Manager Compensation Program and the Strategic Advisor Compensation Program will be adjusted as shown below. The adjustments to each pay zone shall encompass all occupational groups which constitute the class series. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Manager Titles	**2014 Pay Zone Rates**	**2015 Pay Zone Rates**	**2016 Pay Zone Rates**
Manager 1 (all classes)	$34.73 - $52.10	$35.43 - $53.15	$36.14 - $54.21
Manager 2 (all classes)	$37.87 - $56.82	$38.63 - $57.96	$39.40 - $59.12
Manager 3 (all classes)	$41.44 - $62.16	$42.27 - $63.40	$43.11 - $64.67

Manager Titles	**2017 Pay Zone Rates**	**2018 Pay Zone Rates**
Manager 1 (all classes)	$37.04 - $55.57	$38.06 - $57.09
Manager 2 (all classes)	$40.39 - $60.60	$41.50 - $62.27
Manager 3 (all classes)	$44.19 - $66.29	$45.41 - $68.11

Strategic Advisor Titles	**2014 Pay Zone Rates**	**2015 Pay Zone Rates**	**2016 Pay Zone Rates**
Strategic Advisor 1 (all classes)	$34.73 - $52.10	$35.43 - $53.15	$36.14 - $54.21
Strategic Advisor 2 (all classes)	$37.87 - $56.82	$38.63 - $57.96	$39.40 - $59.12
Strategic Advisor 3 (all classes)	$41.44 - $62.16	$42.27 - $63.40	$43.11 - $64.67

Strategic Advisor Titles	2017 Pay Zone Rates	2018 Pay Zone Rates
Strategic Advisor 1 (all classes)	$37.04 - $55.57	$38.06 - $57.09
Strategic Advisor 2 (all classes)	$40.39 - $60.60	$41.50 - $62.27
Strategic Advisor 3 (all classes)	$44.19 - $66.29	$45.41 - $68.11

Section 3. Adjusting the pay zones in the Information Technology Professional (ITP) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in the ITP Compensation Program shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

ITP Titles	2014 Pay Zone Rates	2015 Pay Zone Rates	2016 Pay Zone Rates
Information Technology Professional A, Exempt	$41.07 - $61.61	$41.89 - $62.84	$42.73 - $64.10

ITP Titles	2017 Pay Zone Rates	2018 Pay Zone Rates
Information Technology Professional A, Exempt	$43.80 - $65.70	$45.00 - $67.51

Section 4. Adjusting the pay band in the Investments/Debt Director Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the following titles shall be adjusted as shown. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Investments/Debt Director Titles	2014 Pay Band Rates	2015 Pay BandRates	2016 Pay Band Rates
Investments/Debt Director	$41.84 - $83.66	$42.68 - $85.33	$43.53 - $87.04
Assistant Investments/ Debt Director	$41.84 - $83.66	$42.68 - $85.33	$43.53 - $87.04

Investments/Debt Director Titles	2017 Pay Band Rates	2018 Pay Band Rates
Investments/Debt Director	$44.62 - $89.22	$45.85 - $91.67
Assistant Investments/ Debt Director	$44.62 - $89.22	$45.85 - $91.67

Section 5. Adjusting the pay zones in the Electric Utility Executive (EUE) Compensation Program. As recommended by the Seattle Human Resources Director, the pay zones for titles in the EUE Compensation Program shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

EUE Titles	2014 Pay Zone Rates	2015 Pay Zone Rates	2016 Pay Zone Rates
Electric Utility Executive 1	$45.55 - $72.87	$46.46 - $74.33	$47.39 - $75.81
Electric Utility Executive 2	$52.37 - $83.78	$53.41 - $85.46	$54.48 - $87.17
Electric Utility Executive 3, Director	$68.28 - $109.26	$69.65 - $111.44	$71.04 - $113.67
Electric Utility Executive 3, Officer	$78.10 - $124.96	$79.66 - $127.47	$81.26 - $130.02

EUE Titles	2017 Pay Zone Rates	2018 Pay Zone Rates
Electric Utility Executive 1	$48.57 - $77.71	$49.91 - $79.84
Electric Utility Executive 2	$55.84 - $89.35	$57.38 - $91.80
Electric Utility Executive 3, Director	$72.82 - $116.51	$74.82 - $119.72
Electric Utility Executive 3, Officer	$83.29 - $133.27	$85.58 - $136.93

Section 6. Adjusting the pay bands in the Legislative Department and associated titles in the City Auditor's Office. As recommended by the Seattle Human Resources Director, the pay bands for the following titles shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Legislative Titles	2014 Pay Band Rates	2015 Pay Band Rates	2016 Pay Band Rates
Executive Manager-City Auditor	$37.89 - $102.91	$38.65 - $104.97	$39.42 - $107.07
Executive Manager-Legislative	$37.89 - $102.91	$38.65 - $104.97	$39.42 - $107.07
Hearing Examiner	$44.78 - $102.91	$45.68 - $104.97	$46.59 - $107.07
Hearing Examiner, Deputy	$44.78 - $102.91	$45.68 - $104.97	$46.59 - $107.07
Legislative Assistant	$15.09 - $52.72	$15.39 - $53.78	$15.91 - $54.85
Strategic Advisor-Audit	$34.73 - $62.16	$35.43 - $63.40	$36.14 - $64.67
Strategic Advisor-Legislative	$34.73 - $62.16	$35.43 - $63.40	$36.14 - $64.67

Legislative Titles	2017 Pay Band Rates	2018 Pay Band Rates
Executive Manager-City Auditor	$40.41 - $109.74	$41.52 - $112.76
Executive Manager-Legislative	$40.41 - $109.74	$41.52 - $112.76
Hearing Examiner	$47.75 - $109.74	$49.07 - $112.76
Hearing Examiner, Deputy	$47.75 - $109.74	$49.07 - $112.76
Legislative Assistant	$16.31 - $56.22	$16.76 - $57.77
Strategic Advisor-Audit	$37.04 - $66.29	$38.06 - $68.11
Strategic Advisor-Legislative	$37.04 - $66.29	$38.06 - $68.11

Section 7. Adjusting the pay zones in the Executive Department - Mayor's Office. As recommended by the Seattle Human Resources Director, the pay zones for the following titles shall be adjusted consistent with cost of living adjustments awarded to non-represented City Step Pay Program titles. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Mayoral Staff Assistant Titles	2014 Pay Zone Rates	2015 Pay Zone Rates	2016 Pay Zone Rates
Mayoral Staff Assistant 1	$15.09 - $30.17	$15.39 - $30.78	$15.91 - $31.18
Mayoral Staff Assistant 2	$26.36 - $52.72	$26.88 - $53.78	$27.42 - $54.85

Mayoral Staff Assistant Titles	2017 Pay Zone Rates	2018 Pay Zone Rates
Mayoral Staff Assistant 1	$16.31 - $31.96	$16.76 - $32.84
Mayoral Staff Assistant 2	$28.11 - $56.22	$28.88 - $57.77

Section 8. Adjusting the pay band in the Assistant City Attorney Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Assistant City

Attorney Compensation Program shall be adjusted as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Assistant City Attorney Title	2014 Pay Band Rates	2015 Pay Band Rates	2016 Pay Band Rates
City Attorney, Assistant	$30.65 - $73.55	$31.26 - $75.03	$31.89 - $76.53

Assistant City Attorney Title	2017 Pay Band Rates	2018 Pay Band Rates
City Attorney, Assistant	$32.68 - $78.44	$33.58 - $80.60

Section 9. Adjusting the pay band in the Seattle Police Chief Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the City Light Superintendent Compensation Program shall be as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Seattle Police Chief	2014 Pay Band Rates	2015 Pay Band Rates	2016 Pay Band Rates
Seattle Police Chief	$75.13 - $120.20	$76.63 - $122.60	$78.17 - $125.06

Seattle Police Chief	2017 Pay Band Rates	2018 Pay Band Rates
Seattle Police Chief	$80.12 - $128.18	$82.32 - $131.71

Section 10. Adjusting the pay band in the City Light General Manager and Chief Executive Officer Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the City Light General Manager and Chief Executive Officer Compensation Program shall be as shown below. The rates for 2015 shall be effective December

31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

City Light GM/CEO	2014 Pay Band Rates	2015 Pay Band Rates	2016 Pay Band Rates
City Light GM/CEO	$109.09 - 174.56	$111.27 - $178.05	$113.50 - $181.61

City Light GM/CEO	2017 Pay Band Rates	2018 Pay Band Rates
City Light GM/CEO	$116.33 - $186.15	$119.53 - $191.27

Section 11. Adjusting the pay band in the Magistrate Compensation Program. As recommended by the Seattle Human Resources Director, the pay band for the Magistrate Compensation Program shall be as shown below. The rates for 2015 shall be effective December 31, 2014. The rates for 2016 shall be effective December 30, 2015. The rates for 2017 shall be effective December 28, 2016. The rates for 2018 shall be effective December 27, 2017.

Magistrate	2014 Pay Band Rates	2015 Pay Band Rates	2016 Pay Band Rates
Magistrate	$39.61 - $59.42	$40.40 - $60.61	$41.21 - $61.82

Magistrate	2017 Pay Band Rates	2018 Pay Band Rates
Magistrate	$42.24 - $63.37	$43.40 - $65.11

Section 12. Any act consistent with the authority and prior to the effective date of this ordinance is ratified and confirmed.

Section 13. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 11th day of January, 2016, and signed by me in open session in authentication of its passage this 11th day of January, 2015.

President _____ of the City Council

Approved by me this 14th day of January, 2016.

Edward B. Murray, Mayor

Filed by me this 14 day of January, 2016.

Monica Martinez Simmons, City Clerk

(Seal)

STATE OF WASHINGTON -- KING COUNTY

--ss.

333043

No. 124969,973,974,975,976

CITY OF SEATTLE,CLERKS OFFICE

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:TITLE ONLY ORDINANCES

was published on

01/29/16

The amount of the fee charged for the foregoing publication is the sum of $103.68 which amount has been paid in full.

JENNIFER A. BARNES NOTARY PUBLIC STATE OF WASHINGTON COMMISSION EXPIRES 10-24-19

Subscribed and sworn to before me on

01/29/2016

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle
Title Only Ordinances

The full text of the following legislation, passed by the City Council on January 11, 2016, 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 124969

AN ORDINANCE relating to land use and zoning; repealing Ordinance 124552 and amending Sections 23.42.053, 23.47A.002, 23.47A.004, 23.47A.020, 23.48.002, 23.48.005, 23.48.065, 23.49.002, 23.49.025, 23.49.042, 23.49.090, 23.49.142, 23.49.300, 23.49.320, 23.49.338, 23.50.002, 23.50.012, 23.50.014, 23.50.044, 23.66.122, 23.66.322, and 23.84A.025 of the Seattle Municipal Code to change marijuana zoning regulations and make technical corrections.

Ordinance 124973

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

Ordinance 124974

AN ORDINANCE, relating to City employment, to be known as the Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs; and ratifying and confirming certain prior acts.

Ordinance 124975

AN ORDINANCE relating to City employment; providing wage increases effective December 31, 2014, December 30, 2015, December 28, 2016 and December 27, 2017 for certain non-represented City employees and officers; providing adjustments to certain pay titles in addition to the 2015 wage increase; authorizing a $15 per hour minimum wage for all non-represented City of Seattle employees; authorizing and directing the Seattle Human Resources Director to change rates of pay for certain job titles to a minimum of $15 per hour effective April 1, 2015; authorizing paid leave for City employees who took furloughs in 2010; and ratifying and confirming certain prior acts.

Ordinance 124976

AN ORDINANCE relating to City employment; authorizing the execution of collective bargaining agreements between The City of Seattle and certain unions in the Coalition of City Unions, for the time period January 1, 2015 through December 31, 2018; and ratifying and confirming certain prior acts.

Date of publication in the Seattle Daily Journal of Commerce, January 29, 2016.

1/29(333043)