

FISCAL NOTE FOR NON-CAPITAL PROJECTS

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Legislation Title:

AN ORDINANCE, relating to City employment, to be known as the 2014 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2014; and ratifying and confirming prior acts.

Summary of the Legislation:

This legislation proposes the 2014 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.**

☒ **This legislation has financial implications.**

While this legislation provides adjustments to the pay structures for the various discretionary pay programs, it does not provide additional appropriation authority. Funds have been set aside as a reserve to pay for cost increases.

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. Funds have been set aside as a reserve to pay for cost increases. The increase in cost will be built into the 2015 baseline budget.

- b) What is the financial cost of not implementing the legislation?**
NA
- 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:** None

List attachments to the fiscal note below: None