

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 Personnel Director; 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 Personnel Director, the pay zones in the APEX Compensation Program will be adjusted as shown below. These rates for 2012 shall be effective January 4, 2012.

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

Section 2. Adjusting the pay zones in the Manager Compensation Program and the Strategic Advisor Compensation Program. As recommended by the Personnel 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. All pay zone changes will be effective January 4, 2012.

<u>SA/M Titles</u>	<u>2011 Pay Zone Rates</u>	<u>2012 Pay Zone Rates</u>
Manager 1 (all classes)	\$32.45 - \$48.67	\$33.03 - \$49.55
Manager 2 (all classes)	\$35.38 - \$53.07	\$36.02 - \$54.02
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.



<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>
Mayoral Staff Assistant 1	\$14.09 - \$28.19	\$14.35 - \$28.70
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>
City Attorney, Assistant	\$28.63 - \$68.71	\$29.14 - \$69.95



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

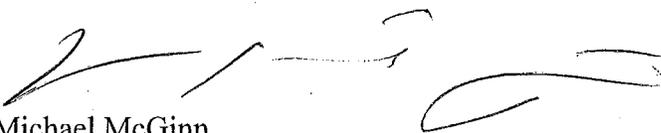
Dear Council President Conlin:

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



