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CITY OF SEATTLE

ORDINANCE _____

COUNCIL BILL 117675

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AN ORDINANCE, relating to City employment, to be known as the 2013 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2013.

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 Personnel 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 Personnel 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 Personnel 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 Personnel 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 Personnel Director; and

WHEREAS, the Power Marketer Compensation Program was established by Seattle Municipal Code Section 4.20.440, which provides for adjustments to the pay band based on a biennial labor market analysis as recommended by the Personnel Director; and

WHEREAS, Ordinance 118851, Ordinance 119954, Ordinance 120119, and Ordinance 120819 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; and

4 WHEREAS, the City Light Superintendent Compensation Program was established by
5 Ordinance 121176, which provides for adjustments to the pay band at least every two
6 years as recommended by the Personnel Director; NOW THEREFORE,

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

8 **Section 1.** Adjusting the pay zones in the Accountability Pay for Executives (APEX)
9 Compensation Program. As recommended by the Personnel Director, the pay zones in the
10 APEX Compensation Program will be adjusted as shown below. These rates for 2013 shall be
11 effective January 2, 2013.
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<u>APEX Titles</u>	<u>2012 Pay Zone Rates</u>	<u>2013 Pay Zone Rates</u>
Executive 1	\$36.03 - \$59.45	\$37.22 - \$61.42
Executive 2	\$42.58 - \$70.25	\$43.98 - \$72.57
Executive 3	\$50.27 - \$82.95	\$51.93 - \$85.69
Executive 4	\$59.31 - \$97.86	\$61.27 - \$101.09

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19 **Section 2.** Adjusting the pay zones in the Manager Compensation Program and the
20 Strategic Advisor Compensation Program. As recommended by the Personnel Director, the pay
21 zones in the Manager Compensation Program and the Strategic Advisor Compensation Program
22 will be adjusted as shown below. The adjustments to each pay zone shall encompass all
23 occupational groups which constitute the class series. All pay zone changes will be effective
24 January 2, 2013.
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<u>SA/M Titles</u>	<u>2012 Pay Zone Rates</u>	<u>2013 Pay Zone Rates</u>
Manager 1 (all classes)	\$33.03 - \$49.55	\$34.12 - \$51.18

1	Manager 2 (all classes)	\$36.02 - \$54.02	\$37.20 - \$55.81
2	Manager 3 (all classes)	\$39.40 - \$59.10	\$40.70 - \$61.05
3	Strategic Advisor 1 (all classes)	\$33.03 - \$49.55	\$34.12 - \$51.18
4	Strategic Advisor 2 (all classes)	\$36.02 - \$54.02	\$37.20 - \$55.81
5	Strategic Advisor 3 (all classes)	\$39.40 - \$59.10	\$40.70 - \$61.05

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 7 **Section 3.** Adjusting the pay zones in the Information Technology Professional (ITP)
 8 Compensation Program. As recommended by the Personnel Director, the pay zones for titles in
 9 the ITP Compensation Program shall be as shown below effective January 2, 2013.

10	<u>ITP Titles</u>	<u>2012 Pay Zone Rates</u>	<u>2013 Pay Zone Rates</u>
11	Information Technology Professional A, 12 Exempt	\$39.06 - \$58.58	\$40.34 - \$60.52
13	Information Technology Professional B 14 (all classes)	\$34.36 - \$51.54	\$35.49 - \$53.24
15	Information Technology Professional C 16 (all classes)	\$30.03 - \$45.05	\$31.02 - \$46.53

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 18 **Section 4.** Adjusting the pay band in the Investments/Debt Director Compensation
 19 Program. As recommended by the Personnel Director, the pay band for the following titles will
 20 be adjusted as shown below effective January 2, 2013.

22	<u>Investments/Debt Director Titles</u>	<u>2012 Pay Band Rates</u>	<u>2013 Pay Band Rates</u>
23	Investments/Debt Director	\$39.78 - \$79.57	\$41.10 - \$82.19
24	Assistant Investments/Debt Director	\$39.78 - \$79.57	\$41.10 - \$82.19

Section 5. Adjusting the pay zones in the Electric Utility Executive (EUE)

Compensation Program. As recommended by the Personnel Director, the pay zones for titles in the EUE Compensation Program shall be as shown below effective January 2, 2013.

<u>EUE Titles</u>	<u>2012 Pay Zone Rates</u>	<u>2013 Pay Zone Rates</u>
Electric Utility Executive 1	\$43.31 - \$69.29	\$44.74 - \$71.58
Electric Utility Executive 2	\$49.79 - \$79.67	\$51.44 - \$82.30
Electric Utility Executive 3, Director	\$64.94 - \$103.90	\$67.08 - \$107.33
Electric Utility Executive 3, Officer	\$74.27 - \$118.84	\$76.73 - \$122.76

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 2, 2013.

<u>Power Marketer Title</u>	<u>2012 Pay Band Rates</u>	<u>2013 Pay Band Rates</u>
Power Marketer	\$38.56 - \$67.09	\$39.83 - \$69.30

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 2, 2013.

<u>Legislative Titles</u>	<u>2012 Pay Band Rates</u>	<u>2013 Pay Band Rates</u>
Executive Manager-City Auditor	\$36.03 - \$97.86	\$37.22 - \$101.09
Executive Manager-Legislative	\$36.03 - \$97.86	\$37.22 - \$101.09
Hearing Examiner	\$42.58 - \$97.86	\$43.98 - \$101.09
Hearing Examiner, Deputy	\$42.58 - \$97.86	\$43.98 - \$101.09
Legislative Assistant	\$14.35 - \$50.13	\$14.82 - \$51.79
Strategic Advisor-Audit	\$33.03 - \$59.10	\$34.12 - \$61.05
Strategic Advisor-Legislative	\$33.03 - \$59.10	\$34.12 - \$61.05

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 2, 2013.
5

<u>Mayoral Staff Assistant Titles</u>	<u>2012 Pay Zone Rates</u>	<u>2013 Pay Zone Rates</u>
Mayoral Staff Assistant 1	\$14.35 - \$28.70	\$14.82 - \$29.64
Mayoral Staff Assistant 2	\$25.07 - \$50.13	\$25.89 - \$51.79

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10 **Section 9.** Adjusting the pay band in the Assistant City Attorney Compensation
11 Program. As recommended by the Personnel Director, the pay band for the Assistant City
12 Attorney Compensation Program shall be as shown below effective January 2, 2013.
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<u>Assistant City Attorney Title</u>	<u>2012 Pay Band Rates</u>	<u>2013 Pay Band Rates</u>
City Attorney, Assistant	\$29.14 - \$69.95	\$30.11 - \$72.26

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17 **Section 10.** Adjusting the pay band in the City Light Superintendent Compensation
18 Program. As recommended by the Personnel Director, the pay band for the City Light
19 Superintendent Compensation Program shall be as shown below effective January 2, 2013.
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<u>City Light Superintendent Title</u>	<u>2012 Pay Band Rates</u>	<u>2013 Pay Band Rates</u>
City Light Superintendent	\$75.86 - \$113.80	\$75.35 - \$120.57

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 2013 Pay Zone Ordinance; adjusting the pay zone structures for the City's discretionary pay programs for the year 2013.

Summary of the Legislation:

This legislation proposes the 2013 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, the Assistant City Attorney Compensation Program, and the City Light Superintendent 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 in 2013 or 2014. Any new costs associated with pay structure adjustments will be absorbed within the departments' 2013-2014 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 2013 or 2014. This legislation presumes any new costs associated with individual pay



structure adjustments will be absorbed within respective departments' 2013-2014 Adopted Budgets.

- 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





City of Seattle
Office of the Mayor

November 13, 2012

Honorable Sally J. Clark
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Clark:

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, the Assistant City Attorney Compensation Program, and City Light Superintendent Compensation Program.

The attached Council Bill does not appropriate funds and does not automatically create additional costs.

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

