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CITY OF SEATTLE
ORDINANCE _____

COUNCIL BILL 118102

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4 AN ORDINANCE, relating to City employment, to be known as the 2014 Pay Zone Ordinance;
5 adjusting the pay zone structures for the City's discretionary pay programs for the year
6 2014; and ratifying and confirming prior acts.

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

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

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

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

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

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

28 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, C.B. 18103 gives City Departments appropriation authority to cover
5 compensation increases resulting from this ordinance; 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 (APEX)
8 Compensation Program. As recommended by the Personnel Director, the pay zones in the
9 APEX Compensation Program will be adjusted as shown below. These rates for 2014 shall be
10 effective January 1, 2014.

<u>APEX Titles</u>	<u>2013 Pay Zone Rates</u>	<u>2014 Pay Zone Rates</u>
13 Executive 1	\$37.22 - \$61.42	\$37.89 - \$62.53
14 Executive 2	\$43.98 - \$72.57	\$44.78 - \$73.88
15 Executive 3	\$51.93 - \$85.69	\$52.86 - \$87.23
16 Executive 4	\$61.27 - \$101.09	\$62.37 - \$102.91

17 Section 2. Adjusting the pay zones in the Manager Compensation Program and the
18 Strategic Advisor Compensation Program. As recommended by the Personnel Director, the pay
19 zones in the Manager Compensation Program and the Strategic Advisor Compensation Program
20 will be adjusted as shown below. The adjustments to each pay zone shall encompass all
21 occupational groups which constitute the class series. All pay zone changes will be effective
22 January 1, 2014.

<u>SA/M Titles</u>	<u>2013 Pay Zone Rates</u>	<u>2014 Pay Zone Rates</u>
26 Manager 1 (all classes)	\$34.12 - \$51.18	\$34.73 - \$52.10
27 Manager 2 (all classes)	\$37.20 - \$55.81	\$37.87 - \$56.82

1	Manager 3 (all classes)	\$40.70 - \$61.05	\$41.44 - \$62.16
2	Strategic Advisor 1 (all classes)	\$34.12 - \$51.18	\$34.73 - \$52.10
3	Strategic Advisor 2 (all classes)	\$37.20 - \$55.81	\$37.87 - \$56.82
4	Strategic Advisor 3 (all classes)	\$40.70 - \$61.05	\$41.44 - \$62.16

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6 Section 3. Adjusting the pay zones in the Information Technology Professional (ITP)
 7 Compensation Program. As recommended by the Personnel Director, the pay zones for titles in
 8 the ITP Compensation Program shall be adjusted as shown below effective January 1, 2014.

9	<u>ITP Titles</u>	<u>2013 Pay Zone Rates</u>	<u>2014 Pay Zone Rates</u>
10	Information Technology Professional A, 11 Exempt	\$40.34 - \$60.52	\$41.07 - \$61.61
12	Information Technology Professional B 13 (all classes)	\$35.49 - \$53.24	\$36.13 - \$54.20
14	Information Technology Professional C 15 (all classes)	\$31.02 - \$46.53	\$31.58 - \$47.37

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17 Section 4. Adjusting the pay band in the Investments/Debt Director Compensation
 18 Program. As recommended by the Personnel Director, the pay band for the following titles shall
 19 be adjusted as shown below effective January 1, 2014.

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21	<u>Investments/Debt Director Titles</u>	<u>2013 Pay Band Rates</u>	<u>2014 Pay Band Rates</u>
22	Investments/Debt Director	\$41.10 - \$82.19	\$41.84 - \$83.66
23	Assistant Investments/Debt Director	\$41.10 - \$82.19	\$41.84 - \$83.66

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25 Section 5. Adjusting the pay zones in the Electric Utility Executive (EUE) Compensation
 26 Program. As recommended by the Personnel Director, the pay zones for titles in the EUE
 27 Compensation Program shall be adjusted as shown below effective January 1, 2014.

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<u>EUE Titles</u>	<u>2013 Pay Zone Rates</u>	<u>2014 Pay Zone Rates</u>
Electric Utility Executive 1	\$44.74 - \$71.58	\$45.55 - \$72.87
Electric Utility Executive 2	\$51.44 - \$82.30	\$52.37 - \$83.78
Electric Utility Executive 3, Director	\$67.08 - \$107.33	\$68.28 - \$109.26
Electric Utility Executive 3, Officer	\$76.73 - \$122.76	\$78.10 - \$124.96

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 shall be adjusted as shown below effective January 1, 2014.

<u>Power Marketer Title</u>	<u>2013 Pay Band Rates</u>	<u>2014 Pay Band Rates</u>
Power Marketer	\$39.83 - \$69.30	\$40.54 - \$70.54

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 shall be adjusted as shown below effective January 1, 2014.

<u>Legislative Titles</u>	<u>2013 Pay Band Rates</u>	<u>2014 Pay Band Rates</u>
Executive Manager-City Auditor	\$37.22 - \$101.09	\$37.89 - \$102.91
Executive Manager-Legislative	\$37.22 - \$101.09	\$37.89 - \$102.91
Hearing Examiner	\$43.98 - \$101.09	\$44.78 - \$102.91
Hearing Examiner, Deputy	\$43.98 - \$101.09	\$44.78 - \$102.91
Legislative Assistant	\$14.82 - \$51.79	\$15.09 - \$52.72
Strategic Advisor-Audit	\$34.12 - \$61.05	\$34.73 - \$62.16
Strategic Advisor-Legislative	\$34.12 - \$61.05	\$34.73 - \$62.16

Section 8. Adjusting the pay zones in the Executive Department - Mayor's Office. As recommended by the Personnel Director, the pay zones for the following titles shall be adjusted

1 consistent with cost of living adjustments awarded to non-represented City Step Pay Program
2 titles effective January 1, 2014.

<u>Mayoral Staff Assistant Titles</u>	<u>2013 Pay Zone Rates</u>	<u>2014 Pay Zone Rates</u>
3 Mayoral Staff Assistant 1	\$14.82 - \$29.64	\$15.09 - \$30.17
4 Mayoral Staff Assistant 2	\$25.89 - \$51.79	\$26.36 - \$52.72

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7 **Section 9. Adjusting the pay band in the Assistant City Attorney Compensation Program.**

8 As recommended by the Personnel Director, the pay band for the Assistant City Attorney
9 Compensation Program shall be adjusted as shown below effective January 1, 2014.

<u>Assistant City Attorney Title</u>	<u>2013 Pay Band Rates</u>	<u>2014 Pay Band Rates</u>
10 City Attorney, Assistant	\$30.11 - \$72.26	\$30.65 - \$73.55

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13 **Section 10. Any act consistent with the authority and prior to the effective date of this**
14 **ordinance is ratified and confirmed.**

1 Section 11. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.
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5 Passed by the City Council the ____ day of _____, 2014, and
6 signed by me in open session in authentication of its passage this
7 ____ day of _____, 2014.
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10 _____
11 President _____ of the City Council

12 Approved by me this ____ day of _____, 2014.
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15 _____
16 Edward B. Murray, Mayor

17 Filed by me this ____ day of _____, 2014.
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20 _____
21 Monica Martinez Simmons, City Clerk

22 (Seal)
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FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
Personnel Department	Joan Matheson / 386-9081	Jeanette Blankenship / 615-0087 Forrest Longman / 684-0331

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



City of Seattle
Edward B. Murray
Mayor

May 6, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

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.

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 (206) 386-9081.

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council