

CITY OF SEATTLE
ORDINANCE 127161
COUNCIL BILL 120919

AN ORDINANCE relating to City employment; providing wage increases for 2025 and 2026 for certain non-represented City job titles; and providing adjustments to certain non-represented job titles.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective January 1, 2025, the base wage rates for all non-represented job titles, except non-represented job titles at the Library and those job titles listed in Section 2 of this ordinance, shall be increased by 4 percent. The 2025 base wage increases shall be implemented as soon as practicable, with retroactive pay to January 1, 2025, as appropriate.

Section 2. Non-represented job titles at the Library and those job titles listed below are excluded from the wage increase described in Section 1 of this ordinance:

Chief Technology Officer
City Attorney, Assistant
City Light General Manager and Chief Executive Officer
Contract Employee-Intermittent
Councilmember
Electric Utility Executive, All Classes
Executive Manager-City Auditor
Executive Manager-Legislative
Executive, All Classes
Hearing Examiner, All Classes
Hearing Examiner-Pro Tempore-Intermittent
High School Intern-Intermittent
Information Technology Professional, All Classes
Investments/Debt Director, All Classes
Legislative Assistant
Legislative Assistant-Intermittent

Magistrate
Manager, All Classes
Mayoral Staff Assistant, All Classes
Members of Boards or Commissions with Session or Meeting Rates
Municipal Judge
Municipal Judge-Pro Tempore-Day-Intermittent
Power Marketer
Seattle Fire Chief
Seattle Police Chief
Seattle Public Utilities General Manager and Chief Executive Officer
Strategic Advisor, All Classes
Strategic Advisor-Audit
Strategic Advisor-Legislative
Volunteer Firefighter-Skagit Project
Volunteer Firefighter-Skagit Project-Intermittent
Work Training Enrollee-Intermittent
Work Training Enrollee-Tier II-Intermittent
Youth Employment Enrollee-Summer-Intermittent
Youth Employment Enrollee-Summer-NC-Intermittent

Section 3. Before applying the 4 percent wage increase provided by Section 1 of this ordinance, the following non-represented job titles shall also receive an increase to their base wage rates consistent with wage increases negotiated for identical represented job titles in the PROTEC17 Professional, Technical, Senior Business, Senior Professional and Administrative Support Unit. Hourly base wage rates for the following non-represented job titles shall correspond with the hourly base wage rates for 2025 of the identical represented job titles, as set forth in the “Agreement By and Between The City of Seattle and PROTEC17 Units: Professional, Technical, Senior Business, Senior Professional and Administrative Support,” which agreement is effective January 1, 2023, through December 31, 2026:

Accounting Technician I
Accounting Technician II
Accounting Technician III

Accounting Technician Supervisor
Administrative Specialist I
Administrative Specialist II
Administrative Specialist III
Administrative Support Assistant
Administrative Support Supervisor
Public Relations Specialist
Public Relations Specialist, Senior
Safety & Health Specialist
Safety & Health Specialist, Senior

Section 4. As requested by the Seattle Human Resources Director and recommended by the Mayor, effective December 31, 2025, base wage rates for 2026 for all non-represented job titles, except non-represented job titles at the Library and those job titles identified in Section 2 of this ordinance, shall be increased by 100 percent of the annual average growth rate of the bi-monthly Seattle-Tacoma-Bellevue Area Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the period June 2023 through June 2024 to the period June 2024 through June 2025. However, this percentage increase shall not be less than 2 percent and shall not exceed 4 percent. After calculating new base wage rates using this formula, the base wage rates for 2026 shall have an additional 1 percent added, the total not to exceed 5 percent.

Section 5. This ordinance shall take effect as provided by Seattle Municipal Code
Sections 1.04.020 and 1.04.070.

Passed by the City Council the 10th day of December, 2024,
and signed by me in open session in authentication of its passage this 10th day of
December, 2024.



President _____ of the City Council

☒ Approved / ☐ returned unsigned / ☐ vetoed this 13th day of December, 2024.



Bruce A. Harrell, Mayor

Filed by me this 13th day of December, 2024.



Scheereen Dedman, City Clerk

(Seal)