

CITY OF BELLEVUE

RESOLUTION NO. 793

A RESOLUTION confirming and clarifying Council action relative to adoption of wage and salary administration plan.

WHEREAS, the City Council of the City of Bellevue, feeling the need of a wage and salary survey and a plan for the objective and fair evaluation of employee performance and rating thereunder, retained Ernst & Ernst on July 3, 1959, following recommendation of the salary and wage committee for a study and recommendation of a wage and salary administration plan, and

WHEREAS, such plan was received from Ernst & Ernst on or about August 3, 1959, and was accepted and implemented on August 11, 1959, by City Council action, authorizing and ordering an indoctrination and personnel evaluation program, which program was undertaken and performed on August 17, 19 and 21, 1959, and

WHEREAS, at a special budget meeting held on October 5, 6 and 7, 1959, respectively, the City Council repeatedly directed the steps and ranges as recommended in the Ernst & Ernst plan be followed, taking into account Consumer Price Index increases, except where proposed salaries resulting from application of said rates would cause an individual salary decrease for the year 1960, and

WHEREAS, on October 13 and 27, 1959, in regular Council meeting, the Mayor, with the acquiescence of the Council, expressed the necessity and importance of evaluation reviews by department heads with their subordinates, and

WHEREAS, on November 18, 1959, the administrative heads expressed uncertainty as to whether the Plan had been adopted and continue to be uncertain in connection therewith, now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BELLEVUE AS FOLLOWS:

Section 1. That the "Wage and Salary Administration Plan for the City of Bellevue, Washington, August 1, 1959", furnished to the City by the Management Services Division of Ernst & Ernst, Certified Public Accountants, and received under Clerk's Receiving Number 348, be, and the same hereby is, confirmed and ratified by the City Council as the basic compensation plan for all officers and employees of the City, other than elective officers.

Section 2. That the pay ranges for range numbers as recommended in Exhibit "A" thereof be accepted as adjusted by application of the cost of living index for August, 1959.

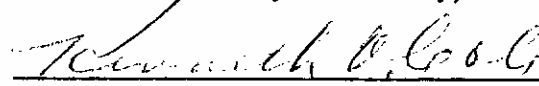
Section 3. That the pay range numbers recommended by Exhibit "B" thereof be adopted for each job title described in said Plan.

Section 4. That salaries for the employees of the City of Bellevue be allowed within the ranges provided except that in no instance shall any employee in the year 1960 receive less compensation than he received in the same position for service to the City in the year 1959.

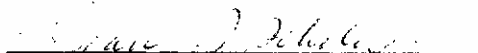
PASSED by the City Council this 26th day of January, 1960, and signed in authentication thereof this 26th day of January, 1960.

(SEAL)

Attest:



Mayor



City Clerk