

Ordinance No. 00163

[\(Council Minutes 98/04/20\)](#)

ORDINANCE NO. 163

AN ORDINANCE of the City Council of the City of Lakewood, Washington amending the City of Lakewood Employee Compensation and Benefits Plan for employees of the City

WHEREAS, following the incorporation of the City of Lakewood, Washington as a non-charter optional code city under the City Council-Manager form pursuant to the provisions of chapter 35A.13 of the Revised Code of Washington, the City Council has taken action to facilitate municipal operations of the City, including the hiring of a qualified City Manager, and providing for the hiring of other qualified employees for the City; and,

WHEREAS, in order to address the responsibilities involved in its municipal functions, and to assist the City Manager in hiring and retaining trained and qualified individuals to serve as employees of the City in the City's various departments, the City Council adopted and established by Ordinances of the City a City of Lakewood Employee Compensation and Benefits Plan; and,

WHEREAS, since the time of the adoption of said Ordinances and establishment of said plan, and in conformity with the approved budgets, it has been appropriate to review the plan to ensure that it meets the needs of the City; and,

WHEREAS, stemming from such a review, it has been recommended that a new seasonal position of Senior Lifeguard be added to the employee positions of the City, and that the Compensation and Benefits Plan be amended to include an increased level of benefits for part-time City employees, providing the addition of pro-rated combination leave and major medical leave, in addition to the current benefit of pro-rated holidays, and providing the addition of retirement contributions to the part-time employee=s retirement account (ICMA 401 #9566) with employer matched contributions based on the appropriate percentage of the employee=s wages earned.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON DO ORDAIN as follows:

Section 1. That the City of Lakewood Employee Compensation and Benefits Plan is hereby amended to add the employment positions and salaries, with additions and deletions shown with underlining and strike-through as set forth hereinbelow:

POSITION/TITLE CHANGES & ADDITIONS

POSITION TITLE SALARY/COMPENSATION

Lifeguard \$6.50 - 8.50 hourly

Senior Lifeguard \$8.50 - 10.00 hourly

Parking Lot Attendant \$6.00 - 8.00 hourly

Section 2. That the City of Lakewood Employee Compensation and Benefits Plan is hereby amended to add part-time employee benefits, with additions and deletions shown with underlining and strike-through as set forth hereinbelow:

PART-TIME EMPLOYEE BENEFITS

Pro-rated holidays, Pro-rated combination Leave and Major Medical Leave

ICMA 401 #9566 Retirement, Employer Matched percentage based on wages earned.

Section 3. That this Ordinance shall be in full force and effect five (5) days after publication of the Ordinance Summary.

ADOPTED by the City Council this 20th day of April, 1998.

CITY OF LAKEWOOD

Attest:

Bill Harrison, Mayor

Alice M. Bush, CMC, City Clerk

Approved as to Form:

Daniel B. Heid, City Attorney

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