

Ordinance No. 00196

[\(Council Minutes 99/02/16\)](#)

ORDINANCE NO. 196

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 - Intern I & Intern II positions

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 recruiting, 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, and the need for the City to be able to effectively recruit and hire qualified employees, it is recommended that the salaries for certain positions be revised to facilitate attraction of a field of qualified candidates for the recruitment of such employment positions; and,

WHEREAS, in order to better meet the needs of the City for temporary professional help, and to recognize the different levels of talent and proficiency available, it would be beneficial to separate the intern positions into two distinct groups, Intern I, as an entry level intern position with general prerequisite qualifications of less than a baccalaureate degree or equivalent; and Intern II, as a more advanced intern position with general prerequisite qualifications of not less than a baccalaureate degree or equivalent.

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, respectively, as set forth hereinbelow:

POSITION/TITLE AND SALARY CHANGES

POSITION TITLE RANGE MONTHLY SALARY

POSITION/TITLE AND SALARY CHANGES

POSITION TITLE RANGE MONTHLY SALARY

g Intern II N/A \$12.00 hourly (flat rate)

Intern II N/A \$12.00 hourly (flat rate)g Intern I N/A \$ 9.00 hourly (flat rate)

Section 2. 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 16th day of February, 1999.

CITY OF LAKEWOOD

Attest: _____

Bill Harrison, Mayor

Alice M. Bush, CMC, City Clerk

Approved as to Form:

Daniel B. Heid, City Attorney

.....