

Ordinance No. 00250

[Council Meeting Minutes 00/11/20](#)

ORDINANCE NO. 250

AN ORDINANCE of the City Council of the City of Lakewood, Washington adopting the 2001 Budget with Revenues, Expenditures and Appropriations

WHEREAS, in Chapter 35A.33 RCW, state law requires the City to adopt an annual budget and provides procedures for the filing of estimates, a preliminary budget, deliberations, public hearings, and final fixing of the budget; and,

WHEREAS, a preliminary budget for the fiscal year 2001 has been prepared and filed; a public hearing has been held for the purposes of fixing the final budget; and the City Council has deliberated and has made adjustments and changes deemed necessary and proper.

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

Section 1. Adoption of Budget.

The 2001 budget for the City of Lakewood, covering the period from January 01, 2001 through December 31, 2001, with revenues and estimated beginning fund balances of \$68,058,750 and with appropriations and estimated ending fund balances of \$68,058,750 is hereby adopted.

Section 2. Summary of Revenues and Appropriations.

The budget sets forth totals of estimated revenues and estimated appropriations of each separate fund, and the aggregate totals for all such funds, with a copy of the Revenue Summary All Funds being attached hereto, marked as exhibit "A" and incorporated herein by this reference, and with a copy of the Expenditure Summary All Funds being attached hereto, marked as exhibit "B" and incorporated herein by this reference.

Section 3. Copies of Budget to be Filed.

A complete copy of the final budget as adopted herein shall be transmitted to the Division of Municipal Corporations in the Office of the State Auditor, and to the Municipal Research and Services Center of Washington. Three complete copies of the final budget as adopted herein shall be filed with the City Clerk and shall be available for use by the public.

Section 4. Salary Ranges for New/Changed Employee Positions.

The list of Employee Position Titles, Salaries and Salary Ranges, in accordance with the amounts of employee salaries and costs in the 2001 budget, shall be added to and amended to reflect the following:

POSITION/TITLE CHANGES & ADDITIONS

POSITION/TITLE CHANGES & ADDITIONS

POSITION TITLE RANGE # SALARY RANGE

A. NEW POSITIONS

Clerical Assistant \$6.72 - \$9.72

Permit Technician ~~16~~ \$2,387 - \$2,910 Associate Civil Engineer II

16 \$2,387 - \$2,910 Associate Civil Engineer II ~~42~~ \$3,995 - \$4,869 Rule 9 Legal Intern* \$14.50/hr

(* Previously included within Intern II position - \$12.00/hr)

B. CHANGES IN TITLE ONLY

Zoning Code Enforcement Officer Code Enforcement Officer

Code Enforcement Officer

Engineering Manager Public Works Director **

Public Works Director **

Work Crew Leader Work Crew Supervisor

Work Crew Supervisor

ITS I - GIS/NIS GIS/NIS Specialist I

GIS/NIS Specialist I ~~ITS II - GIS/NIS~~ GIS/NIS Specialist II

(** Also designated as City Engineer)

C. CHANGES IN TITLE AND COMPENSATION

Human Services Aide

Human Services Assistant ~~16~~ 18 ~~\$2,387 - \$2,910~~ \$2,484 - \$3,027

D. CHANGES IN COMPENSATION

Court Operations Supervisor ~~24~~ 26 ~~\$2,797 - \$3,409~~ \$2,910 - \$3,547

Court Administrator ~~46~~ 48 ~~\$4,324 - \$5,271~~ \$4,499 - \$5,483

NIS Manager ~~45~~ 48 ~~\$4,239 - \$5,167~~ \$4,499 - \$5,483

HR & Services Director ~~53~~ 55 ~~\$4,967 - \$6,054~~ \$5,167 - \$6,299

Civil Engineer ~~45~~ 48 ~~\$4,239 - \$5,167~~ \$4,499 - \$5,483

General Services Dir./City Clerk ~~53~~ 55 ~~\$4,967 - \$6,054~~ \$5,167 - \$6,299

Assistant Swim Instructor ~~\$6.50 - \$7.50/hr~~ \$8.50 - \$10.50/hr

Swim Instructor ~~\$7.00 - \$8.00/hr~~ \$9.00 - \$11.00/hr

Lifeguard ~~\$6.50 - \$8.50/hr~~ \$8.00 - \$10.00/hr

Senior Lifeguard ~~\$8.50 - \$10.00/hr~~ \$10.00 - \$11.50/hr

Parking Lot Attendant ~~\$6.00 - \$8.00/hr~~ \$7.50 - \$9.50/hr

Parks Security Aide ~~\$7.50/hr~~ \$8.00 - \$10.00/hr

Section 5. Salary Range and Salary Adjustments.

The Salary Ranges of employees of the City shall be increased by the Range Adjustment set forth below, and the Salaries of employees of the City shall be increased by the Merit modifier set forth below, the amounts for which are included in the 2001 budget.

A. RANGE ADJUSTMENT

In order for the City to remain competitive in the employment market place, a "Range Adjustment" is hereby authorized and approved whereby all of the established salary ranges for non-represented employment positions of the City shall be adjusted upwards (both upper and lower levels of the salary ranges) by the amount of three percent (3%) from the respective levels of the prior year's salary ranges. This Range Adjustment shall change the salary ranges for non-represented employment positions, but would not result in a change to the salary of non-represented employees within the salary range, provided, however, that if any non-represented employee's salary falls below the minimum salary in his or her salary range, his or her salary would automatically be increased to the minimum level of the range, and any new employees hired by the City would be hired at salaries within the appropriate range as adjusted by the range adjustment. This Range Adjustment shall be effective January 1, 2001.

B. MERIT MODIFIER

Separate from the Range Adjustment, the salaries of employees of the City who have received a successful evaluation, during the 12 month period preceding the effective date of the Merit Modifier, or who have successfully completed their initial six month/probationary employment period, shall be increased by the "Merit Modifier" established hereby, in the amount of five percent (5%) for those employees hired prior to June 30, 1999; and three percent (3%) for those employees hired during the time from June 30, 1999 through June 30, 2000; and zero percent (0%) for those employees hired after June 30, 2000; Provided that no salary shall exceed the maximum salary or compensation for the employment position. For the purposes hereof, a successful evaluation means an evaluation resulting in a merit increase of between one percent (1%) and four percent (4%). This Merit Modifier shall be effective January 1, 2001.

Any employee who has reached the maximum salary for his or her position/salary range must successfully pass his or her annual evaluation before becoming eligible to receive the Merit Modifier for the following year. However, no employee's salary may exceed the maximum amount of his or her salary range.

C. SALARY SCHEDULE ON FILE WITH CITY CLERK

A copy of the Salary Schedule that shall be in effect as of January 1, 2001 shall be on file in the offices of the City Clerk, which salary schedule shall reflect the changes and adjustments made thereto in the 2001 Budget.

Section 6. Payment for Unused Combination Leave.

The City of Lakewood Employee Compensation and Benefits Plan, and Section 1(C) of Ordinance No. 95, and ~~Combined~~ Combination Leave, is amended to provide the following:

Upon death, retirement or termination of employment, a regular, non-represented, employee (or deceased employee's beneficiary) shall receive payment equal to 75% of such employee's then accrued and unused ~~Combined~~ Combination Leave hours at the employee's last hourly rate of pay, not to exceed 75% of two times the amount of ~~Combined~~ Combination Leave that the employee accrued per year at the employee's last yearly accrual rate; Provided that upon death, retirement or termination of employment of a regular, non-represented, employee who has completed at least three (3) years of continuous employment with the City, the employee (or the deceased employee's beneficiary) shall receive payment equal to 90% of such employee's then accrued and unused Combination Leave hours at the employee's last hourly rate of pay, not to exceed 90% of two times the amount of Combination Leave that the employee accrued per year at the employee's last yearly accrual rate.

Any other references to "Combined Leave" shall be re-labeled "Combination Leave."

Section 7. Option for Employees Covered by Outside Medical Insurance.

The City of Lakewood Employee Compensation and Benefits Plan is amended to provide the following:

A maximum 25% of eligible, regular, non-represented, full-time employees of the City may opt out of medical coverage, providing that proof of current medical insurance is provided and a waiver of coverage is initiated. Proof of current medical coverage will be required annually, and a loss of such coverage shall be communicated to the City immediately upon notice of such loss. An annual flat rate of \$1,000, or a proportionate share for periods of time less than a year, (paid in pro rata amounts each pay period) will be invested in the employee's 457 account and/or a portion may be placed in the employee's Section 125 Plan, in compliance with the requirements of the plan.

Section 8. Part-time Employee Benefits.

The City of Lakewood Employee Compensation and Benefits Plan is amended to provide employee benefits for regular, non-represented, part-time employees of the City, adding Medical Benefits for the employee only and EAP coverage, as follows:

- I. Pro-rated Holiday Pay,
- II. Pro-rated Combination Leave (optional Vacation Leave for employees hired prior to October 1996),
- III. Pro-rated Major Medical Leave (optional Sick Leave for employees hired prior to October 1996),
- IV. Pro-rated Medical for the employee only and EAP coverage.
- V. 401A Qualified Plan (#9266 & #9566),
- VI. Section 125 Plan,
- VII. Various Leaves (Bereavement, FMLA, Military, Jury Duty, LOA).

Section 9. Severability.

If any sections, sentence, clause or phrase of this Ordinance shall be held to be invalid or unconstitutional by a court of

component jurisdiction, or its application held inapplicable to any person, property or circumstance, such invalidity or unconstitutionality or inapplicability shall not effect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance or its application to any other person, property or circumstance.

Section 10. Effective Date.

This Ordinance shall be in full force and effect for the fiscal year 2001 and five (5) days after publication as required by law.

ADOPTED by the City Council this 20th day of November, 2000.

CITY OF LAKEWOOD

Bill Harrison, Mayor

Attest:

Alice M. Bush, CMC/AE, City Clerk

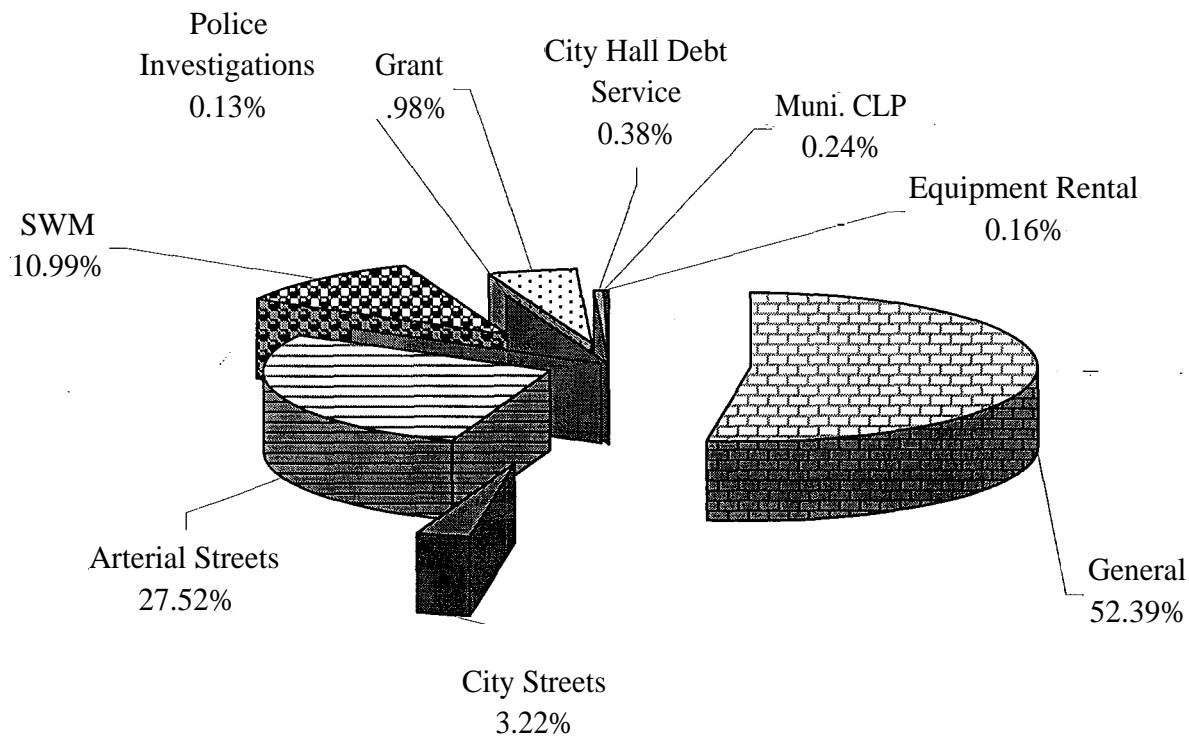
Approved as to Form:

Daniel B. Heid, City Attorney

EXHIBIT A

**City of Lakewood
2001 Budget - Revenues - All Funds**

Fund Name:	Fund #:	Estimated Beginning Fund Balance:	Operating Revenues:	Other Financing Sources:	2001 Budget:
General	001	\$10,111,790	\$16,689,390	\$563,400	\$27,364,580
City Streets	101	1,568,970	1,025,500	0	2,594,470
Arterial Streets	102	1,769,180	8,767,650	540,490	11,077,320
Contingency	103	1,051,810	0	0	1,051,810
SWM	110	6,785,640	3,500,000	0	10,285,640
Police Investigations	180	199,880	42,000	3,000	244,880
Grant	190	0	1,587,810	555,100	2,142,910
City Hall Debt Service	201	0	120,000	0	120,000
Muni. CIP	301	8,182,700	75,000	4,800,000	13,057,700
Equipment Rental	501	68,530	50,910	0	119,440
TOTAL:		\$29,738,500	\$31,858,260	\$6,461,990	\$68,058,750



**City of Lakewood
2001 Budget - Expenditures - All Funds**

Fund Name:	Fund #:	Estimated Ending Fund Balance:	Operating Expenditures:	Capital Outlay:	Other Financing Uses:	2001 Budget:
General	001	\$4,982,730	\$19,219,100	\$284,200	\$2,878,550	\$27,364,580
City Streets	101	1,039,810	1,516,660	18,000	20,000	2,594,470
Arterial Streets	102	520,000	3,029,170	7,378,150	150,000	11,077,320
Contingency	103	1,051,810	0	0	0	1,051,810
SWM	110	6,797,860	1,622,200	1,101,180	764,400	10,285,640
Police Investigations	180	0	244,880	0	0	244,880
Grant	190	0	189,320	1,953,590	0	2,142,910
City Hall Debt Service	201	0	0	0	120,000	120,000
Muni CIP	301	0	280,000	12,777,700	0	13,057,700
Equipment Rental	501	81,090	38,350	0	0	119,440
TOTAL:		\$14,473,300	\$26,139,680	\$23,512,820	\$3,932,950	\$68,058,750

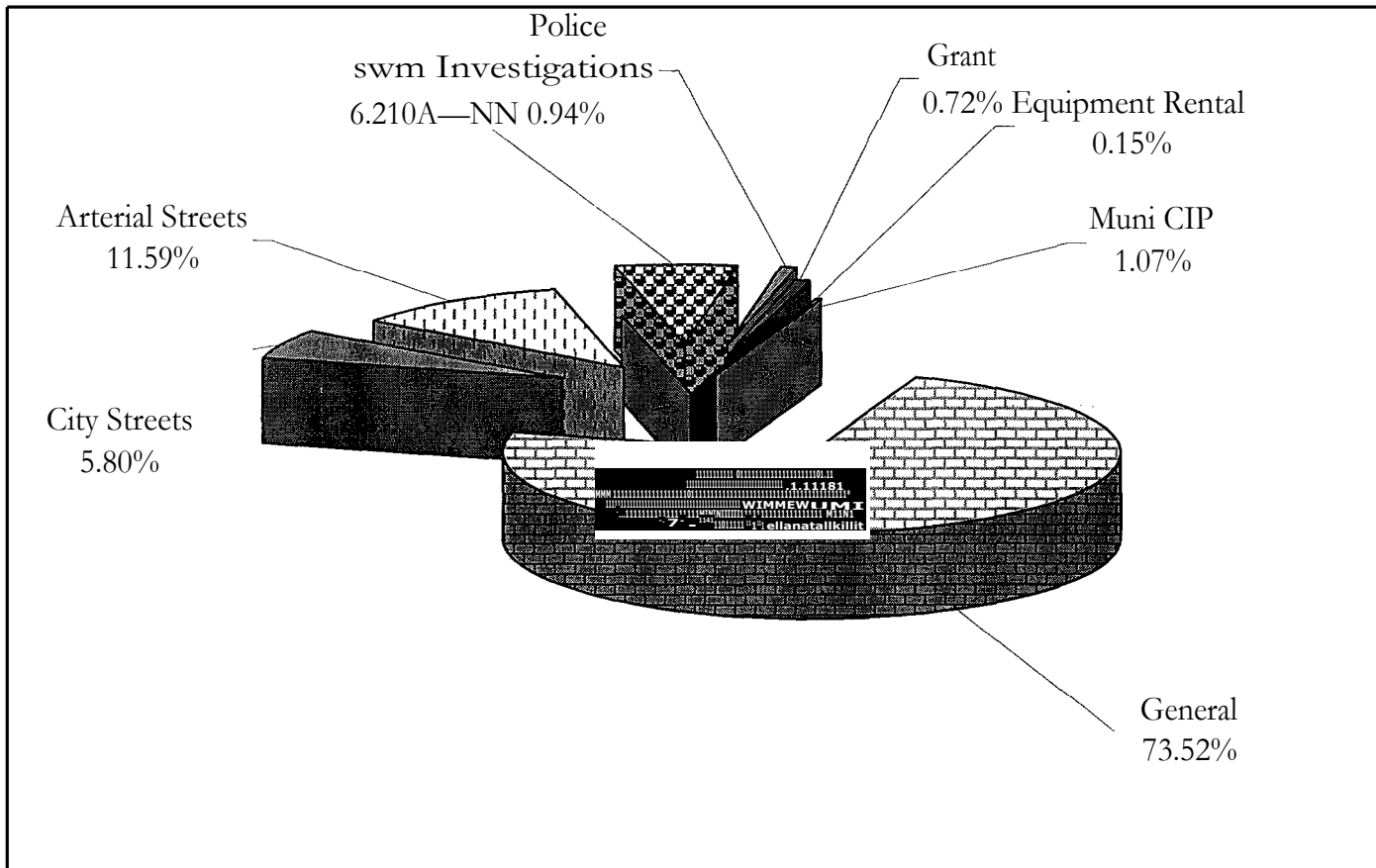
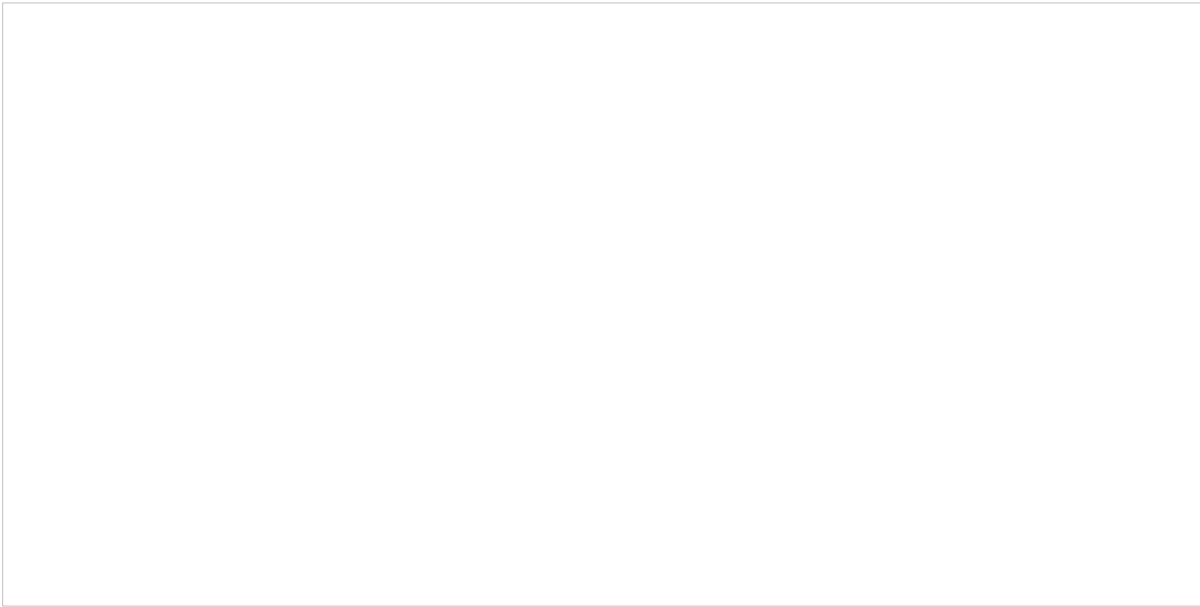




EXHIBIT B



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