

CITY COUNCIL AGENDA TOPIC

Ordinance amending Ordinance 6877 to replace the classification listing with pay grades previously adopted as part of the 2026 City of Bellevue Pay Plans with an updated listing that includes additional classifications.

Bindi P. Lassige, Director
Matt C. Smith, Assistant Director
Human Resources Department

Joe Todd, Deputy City Manager
City Manager's Office

EXECUTIVE SUMMARY**ACTION**

This Ordinance replaces the existing job classification listing previously adopted by Ordinance 6877 with an updated listing that includes additional classifications.

RECOMMENDATION

Move to adopt Ordinance No. 6905

BACKGROUND/ANALYSIS

The City of Bellevue's core values of exceptional public service, stewardship, commitment to employees, integrity, innovation, and diversity, equity and inclusion guide compensation decisions. The compensation package the city provides to employees contributes to these core values by attracting, engaging, and retaining a high-performance, diverse workforce.

As identified and incorporated by reference into the 2026-2027 Biennial Budget, the city establishes pay plans that provide a listing of employment classifications and the pay ranges associated with those classifications that may be paid to employees. Per City Code, the pay plans are adopted by council.

Occasionally, the classification listing is updated to include classifications that were not finalized as of the last submission, or where the city has identified a need for additional classifications after the creation of the prior list. This updated job classification list has been revised to add additional classifications that the city may need for the 2026 calendar year.

POLICY & FISCAL IMPACTS**Policy Impact**

This Ordinance supports the City Council vision for high performance government by creating additional classifications that give city leadership flexibility in meeting the needs of a growing and diverse community and providing responsive and efficient customer service to residents and businesses while maintaining the city's long-term financial sustainability.

Fiscal Impact

This Ordinance replaces the classification listing with pay grades previously adopted as part of the City of Bellevue's Pay Plans with an updated listing that adds additional classifications. There is no additional fiscal impact associated with the addition of these classifications. Sufficient appropriations are available in the 2025-2026 budget to support any classification adjustments resulting from this action. Ongoing costs will be incorporated into future biennial budgets.

OPTIONS

1. Adopt the Ordinance amending Ordinance 6877 to replace the classification listing with pay grades previously adopted as part of the 2026 City of Bellevue Pay Plans with an updated listing that includes additional classifications.
2. Do not adopt the Ordinance and provide alternative direction to staff.

ATTACHMENTS

- A. Updated 2026 Classification Listing
Proposed Ordinance No. 6905

AVAILABLE IN COUNCIL LIBRARY

N/A