

CITY COUNCIL AGENDA TOPIC

Ordinance adopting the 2026 City of Bellevue Pay Plans, establishing pay ranges and employment classifications with pay grades.

Joy Misako St. Germain, Director, 452-4581

Matt C. Smith, Assistant Director, 452-7936

Human Resources Department

EXECUTIVE SUMMARY**ACTION**

This Ordinance adopts the 2026 Bellevue Pay Plans, establishing pay ranges and employment classifications with pay grades.

RECOMMENDATION

Move to adopt Ordinance No. 6877

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 City's compensation package reflects these core values by attracting, engaging, and retaining a high-performance, diverse workforce.

To ensure the City's compensation system is competitive with the market and is attracting, engaging, and retaining a high-performing and diverse workforce, pay ranges should be adjusted to include annual general wage increases. Certain pay plans covering represented employees also need to be adjusted to conform with increases previously agreed to through the collective bargaining process.

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. The pay plans are adopted by Council.

POLICY & FISCAL IMPACTS**Policy Impact**

RCW 41.50.152 requires disclosure of "excess compensation" costs (e.g., overtime payments that exceed twice the regular rate of pay, termination or severance payments, and cash out of unused annual leave more than 240 hours for a limited number of eligible employees). This legislation was designed to avoid the situation where significant future liability was unknowingly accepted as part of a compensation agreement. The provisions of the pay plans for non-represented employees are estimated to increase these future retirement billings by \$656 or 6.1 percent (from \$10,774 to \$11,430). Any increases in excess compensation for union contract settlements are communicated in agenda memos when the contracts are proposed for Council approval.

Fiscal Impact

This Ordinance adopts the City of Bellevue's Pay Plans providing updated pay ranges and an updated listing of employment classifications that describe the salaries and wages that may be paid to employees. Any fiscal increases associated with the changes in the pay ranges or employment classifications listed are incorporated and included in the 2026-2027 biennial budget. Any fiscal increases associated with the changes due to the general wage increase have been incorporated and included in the 2025-2026 biennial budget. Sufficient funds are available in salary savings or adjustments in the 2025-26 budget for any classification changes and will be incorporated and included in future budgets.

OPTIONS

1. Adopt the Ordinance adopting the 2026 City of Bellevue Pay Plans, establishing pay ranges and employment classifications with pay grades.
2. Do not adopt the Ordinance and provide alternative direction to staff.

ATTACHMENTS

- A. 2026 Pay Ranges
 - B. 2026 Classification Listing
- Proposed Ordinance No. 6877

AVAILABLE IN COUNCIL LIBRARY

N/A