

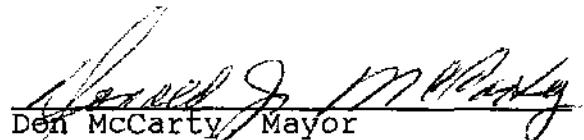
CITY OF GIG HARBOR
RESOLUTION NO. 264

A resolution relating to personnel regulations: adopting changes to the city's personnel policies.

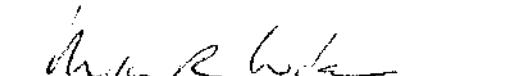
WHEREAS, the Gig Harbor City Council has determined that some existing personnel regulations need to be updated to conform with established city policy,

NOW, THEREFORE, the City Council of the City of Gig Harbor, Washington, RESOLVES that Exhibit "A", Personnel Regulations, is adopted as city policy.

PASSED this 11th day of December, 1989.


Den McCarty, Mayor

ATTEST:



Michael R. Wilson
City Administrator/Clerk

Filed with city clerk: 12/7/89
Passed by city council: 12/11/89

EXHIBIT "A"

CITY OF GIG HARBOR
PERSONNEL REGULATIONS

I. "F. SALARY RANGE ADJUSTED ANNUALLY

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6. Employees who have satisfactorily completed a six month employment probationary period shall be eligible for a performance pay increase from 0% to 5% and a one year employment probationary period shall be eligible for a performance pay increase from 0% to 8%.
- 6.7. Employees who have yet to reach the top of their salary range (control point) shall be eligible for performance pay increases of 0% to 8% each year. Such performance pay increases shall be added to their base rate of pay to compute the employee's new salary. Performance pay increases shall be approved by the City Administrator. Once an employee has reached the top of his/her salary range (control point) the employee shall be eligible for merit/bonus compensation up to 5% of the employee's annual base salary. Such merit/bonus pay increase shall not be added to the employee's base pay. This merit/bonus pay is separate, non-cumulative compensation and must be earned through exemplary performance each evaluation period.
8. Once the salary ranges have been adjusted each fiscal year, the City Council will allocate a fixed dollar amount in a special budget/fund for merit/bonus pay increases for those eligible employees who have reached the top of their salary ranges (control point). The allocated merit/bonus pay fund may or may not be entirely distributed by the City Administrator, depending upon the performance evaluations of the eligible employees.

G. PERFORMANCE-PAY MERIT/BONUS PAY

Employees shall be eligible for merit/bonus pay salary increases in accordance with the provisions set forth below:

1. Performance Merit/bonus pay increases shall be within the city's performance merit/bonus pay budget fund.
2. The amount of the performance merit/bonus pay salary increase for each employee shall be based solely on performance.
3. Performance Merit/bonus pay salary increases shall be granted by the City Administrator and confirmed by the Mayor.

II. CITY ADMINISTRATOR

Change all designations of "Director of Administration" and "Chief Administrative Officer" throughout the City Personnel Regulations to "City Administrator."