

Personnel Administration
Manual, Changes to
Chapter 6: Employee
Benefits

RESOLUTION NO: 812

A RESOLUTION OF THE CITY OF REDMOND, WASHINGTON,
ENDORING CERTAIN CHANGES TO CHAPTER 6 OF THE
PERSONNEL MANUAL PERTAINING TO BENEFITS FOR
REGULAR PART-TIME EMPLOYEES

WHEREAS, the City of Redmond Personnel Manual provides that the City Council must approve changes to the manual that modify employee benefit programs; and,

WHEREAS, the City agreed through various collective bargaining agreements to pro-rate the payment of health insurance premiums for certain represented part-time employees based on the employee's work schedule and it is now desirable to treat non-union employees in a like manner; now, therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON,
HEREBY RESOLVES AS FOLLOWS:

Section 1. The City Council approves the changes to Section 6.70 of the Personnel Manual pertaining to benefits for regular part-time employees as shown in Exhibit "A" attached hereto and incorporated by this reference as if set forth in full.

Section 2. The effective date of the changes
in the Personnel Manual effectuated by this
resolution is 1 November 1989.

RESOLVED this 17th day of ~~November~~ ^{October} 1989.

APPROVED:


MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:


CITY CLERK, DORIS A. SCHAIBLE

FILED WITH THE CITY CLERK: 10/12/89
PASSED BY THE CITY COUNCIL: 10/17/89
RESOLUTION NUMBER: 812

6.70 **Benefits For Regular Part-Time Employees**
(continued)

Health Benefits Regular part-time employees have the option to participate in the City's health benefit plans for themselves and their dependents. They pay a prorated share of the premiums for the City's basic major medical carrier and 100% of any additional premiums for any optional coverage they elect. Prorating of employee health premium costsharing is based on the same schedule established for prorating vacation accrual of regular part-time employees, with the City paying the larger share.

Retirement Regular part-time employees become members of MEBT and PERS or LEOFF retirement systems.

6.80 **Special Rule for Part-Time PERS I Employees**

Any part-time employee, regardless of regular, non-regular, or temporary status, who is eligible for participation in PERS I and works 70 or more hours per month for more than six consecutive months becomes a member of the PERS I retirement system, retroactive to their starting date of employment.

6.90 **Pay and Benefit Practices for Fire Shift Personnel**

Scope This section describes pay and benefits unique to exempt non-union fire department employees who work 24-hour shifts.

Basic Rate of Pay The basic hourly rate of pay is calculated as follows: multiply the monthly salary by 12 to obtain the annual salary which is divided by the standard annual hours of work.

The standard annual hours of work for these employees is 2,648 hours. Effective 1 January 1989, the standard annual hours of work is 2,624 hours.

Overtime Paid overtime may be approved by the Chief or by a member of the Fire Department designated by the Chief. The overtime rate of pay is one-and-one-half times the base rate of pay.

11/01/89