

RESOLUTION: 870

A Resolution of the City of Redmond, Washington,
Modifying Benefits Non-union Fire Shift Personnel

WHEREAS, the City and the Redmond Fire Fighters Union through the collective bargaining process granted increases in leave benefits to line Fire Fighters; and,

WHEREAS, the City now wishes to grant those same increases in leave benefits to non-union exempt employees who work 24-hour shifts; now, therefore,

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

Section 1. Chapter 6 of the Personnel Manual, Section 6.90 "Pay and Benefit Practices for Fire Shift Personnel", adopted by Resolution 784 is hereby modified, granting increases in holidays, vacation, and sick leave to non-union Fire Shift personnel, as specified in Exhibit A attached hereto and incorporated by this reference as if set forth in full.

Section 2. The effective date for increasing the number of annual holiday and vacation shifts is 1 January 1991. The effective date for increasing LEOFF I sick leave is 1 December 1991. The effective date for modifying vacation accrual limits is 1 July 1991.

Section 3. This resolution, being an administrative action is not subject to referendum and shall take effect immediately.

RESOLVED this 2nd day of July 1991.

CITY OF REDMOND

Doreen Marchione
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

Sandra A. Maron
for CITY CLERK, DORIS A. SCHAIBLE

FILED WITH THE CITY CLERK: 06-27-91
PASSED BY THE CITY COUNCIL: 07-02-91
EFFECTIVE DATE: 07-02-91
RESOLUTION NUMBER: 870

EXHIBIT A

6.90 Pay and Benefit Practices for Fire Shift Personnel

Bereavement Leave Employees may receive up to 48 hours off per year in the event of death or serious illness with impending death in the immediate family. "Immediate family" is defined in Chapter 6.

Holidays, Vacation And Sick Leave

(1) Holidays A full-time, non-union employee assigned to 24-hour shifts receives ~~±08~~ 120 hours off in lieu of established paid holidays. Dates and hours to be taken off are selected by mutual consent of the employee and the supervisor. Each employee is credited with ~~nine~~ ten hours holiday leave for each full calendar month of employment. On December 1 of each year, any credited holiday leave time over and above 96 hours is cashed out and paid to the employee at the basic rate of pay.

(2) Vacation Non-union 24-hour shift employees accrue vacation leave as follows:

<u>Years Of Employment</u>	<u>Monthly Accrual</u>	<u>Annual Vacation Benefit</u>
1 Month - 2 Years	8 hours	4 shifts
3 Years	10 hours	5 shifts
4 Years	12 hours	6 shifts
5 Years	12 hours	6 shifts
7 Years	14 hours	7 shifts
9 Years	<u>16</u> ±4 hours	<u>8</u> 7 shifts
11 Years	<u>18</u> ±6 hours	<u>9</u> 8 shifts
13 Years	<u>18</u> ±6 hours	<u>9</u> 8 shifts
15 Years	<u>20</u> ±8 hours	<u>10</u> 9 shifts
17 Years	<u>20</u> ±8 hours	<u>10</u> 9 shifts
18 Years	<u>22</u> ±0 hours	<u>11</u> ±0 shifts
20 Years	<u>24</u> ±2 hours	<u>12</u> ±1 shifts

A maximum accumulation of one (1) year's accrual of vacation may be carried over to the next anniversary year.

An employee taking leave without pay does not accrue vacation or sick leave for any month in which more than 144 hours are taken as leave without pay.

07/02/91 ~~±1/01/88~~

6.90 Pay and Benefit Practices for Fire Shift Personnel

Holidays, Vacation And Sick Leave (continued)

(3) Sick Leave

- a. **LEOFF I Sick Leave** Each non-union employee covered under LEOFF I is credited with ~~144~~ 240 hours of sick leave annually on December 1. Sick leave may not be accumulated from one year to the next.
- b. **LEOFF I Disability Leave** LEOFF I employees initially use sick leave. If the employee's annual sick leave allowance reaches zero hours, sick leave ends. Any LEOFF I disability leave granted is then used exclusively.
- c. **LEOFF II Accrual** Each 24-hour shift employee covered under LEOFF II is credited with 72 hours sick leave when hired. Thereafter and until the fourth anniversary of the employee's hiring, the employee accrues 24 hours sick leave per month. After the fourth anniversary of the employee's hiring, the employee accrues 12 hours sick leave per month. Employees may accrue sick leave up to (but not beyond) 1,300 hours.

In the event an employee terminates (voluntarily or not) before completing probation, any sick leave used by the employee (up to 72 hours) is deducted from the employee's final paycheck.

- d. **Usage Calculation** For each 24-hour work shift missed due to illness, 24 hours are deducted from the employee's accrued sick leave.

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