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ORIGINAL

ORDINANCE NO. 1394

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, RELATING TO PERSONNEL PROVISIONS OF THE REDMOND MUNICIPAL CODE, REPEALING CHAPTER 2.40 ENTITLED SALARIES, CHAPTER 2.44 ENTITLED STATEWIDE CITY EMPLOYEES RETIREMENT SYSTEM, CHAPTER 2.02 ENTITLED EMPLOYMENT POLICIES, AND CHAPTER 2.72 ENTITLED TREASURER - COMPTROLLER; AMENDING SECTION 2.64.020 REGARDING THE POSITION OF CITY ENGINEER; ENACTING A NEW CHAPTER 2.02 TO BE ENTITLED PERSONNEL SYSTEM; AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City Council of the City of Redmond, Washington, finds that many of the provisions in the Redmond Municipal Code relating to personnel are no longer current and should be updated to conform to changes in the State law and City policy; and

WHEREAS, the City Council further finds that in order to accomplish this goal certain provisions of the Code should be amended or repealed and that a new provision regarding personnel should be enacted; and

WHEREAS, the City Council finds that these changes will benefit the public health, safety and welfare and are in the best interest of the City of Redmond, NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Chapter 2.40 of the Redmond Municipal Code entitled Salaries, as adopted by Ordinance No. 503, section 1, and Ordinance No. 607, section 1, is hereby repealed.

Section 2. Chapter 2.44 of the Redmond Municipal Code entitled Statewide Employees Retirement System, as adopted by Ordinance No. 319, sections 1 and 6, is hereby repealed.

Section 3. Chapter 2.02 of the Redmond Municipal Code entitled Employment Practices, as adopted by Ordinance No. 672, is hereby repealed, and a new Chapter 2.02 entitled Personnel System is hereby enacted to read as follows:

Chapter 2.02
Personnel System

Section 2.02.010	Adoption of Personnel System
Section 2.02.020	Definitions
Section 2.02.030	Administration
Section 2.02.040	Application
Section 2.02.050	Appointment of Department Heads
Section 2.02.060	Hiring
Section 2.02.070	Adoption and Amendment of Rules
Section 2.02.080	Volunteer Support Firefighter's Compensation

2.02.010 Adoption of Personnel System

In order to establish an equitable and uniform system for dealing with personnel matters, and to comply with applicable laws relating to the administration of the personnel process, the following personnel system is hereby adopted.

2.02.020 Definitions

The terms used to administer the personnel system shall be defined in the personnel rules.

2.02.030 Administration

The Mayor shall administer the City personnel system and may delegate any of the powers and duties to a personnel director or may delegate the appointing authority granted to the Mayor to any other officer or employee of the City. The Mayor:

- (a) Acts as the appointing authority for the City;
- (b) Administers all the provisions of this chapter and of the personnel rules not specifically reserved to the City Council;
- (c) Has the authority to discipline employees in accordance with personnel rules of the City;
- (d) Within the constraint of budgetary authority, contracts as needed for the performance of technical services in connection with the establishment or operation of the personnel system; and
- (e) Performs any other duty that may be required to administer the personnel system.

2.02.040 Application.

The provisions of this ordinance shall apply to all offices, positions and employment in the service of the City, except:

- (a) Elected officials;
- (b) Members of appointed boards, commissions and committees;
- (c) Persons engaged under contract to supply expert, professional, technical or any other services;
- (d) Volunteers such as volunteer firefighters, except where specifically addressed in this chapter; and
- (e) Any temporary position primarily funded under a State or federal employment program.

2.02.050 Appointment of Department Heads.

The positions of Chief of Police, Fire Chief, Personnel Director, Finance Director, Planning Director, Public Works Director and Parks and Recreation Director and all other positions of department head level which may hereafter be established shall be filled by appointment by the Mayor, subject to confirmation by a majority vote

of the City Council, and shall serve at the pleasure of the Mayor.

2.02.060 Hiring

Appointments to vacant positions of employment shall be made in accordance with the personnel rules.

2.02.070 Adoption and Amendment of Rules

The following personnel rules are hereby adopted:

- (a) The compilation of personnel rules and regulations governing the personnel practices of the City entitled "City of Redmond Personnel Manual" is hereby adopted as the official personnel rules for the City, together with such revisions and additions as may be determined by the Mayor to be necessary and adopted from time-to-time by written order of the Mayor.
- (b) That certain document entitled "Personnel Administration Manual, 1974 edition" is hereby repealed.

2.02.080 Volunteer Support Firefighters, Compensation

Compensation to be paid by the City to volunteer support firefighters shall be established by the Fire Chief and approved through the budgetary process.

Section 4. Chapter 2.72 of the Redmond Municipal Code entitled Treasurer - Comptroller, as adopted by Ordinance No. 622, section 1, and Ordinance No. 899, section 1, is hereby repealed.

Section 5. Section 2.64.020 of the Redmond Municipal Code as adopted by Ordinance No. 185, section 2, is hereby amended to read as follows:

2.64.020 Appointment

The position of City Engineer shall be filled in accordance with the City's established hiring procedures.

Section 6. If any section, subsection, sentence, clause, phrase or word of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality thereof shall not affect the validity or constitutionality of any other section, subsection, sentence, clause, phrase or word of this ordinance.

Section 7. This ordinance, being an exercise of a power specifically delegated to the City legislative body, is not subject to referendum, and shall take effect five (5) days after passage and publication of the attached, approved summary.

CITY OF REDMOND

Doreen Marchione
MAYOR, DOREEN MARCHIONE

ATTEST/AUTHENTICATED:

Doris A. Schauble
CITY CLERK, DORIS SCHAIBLE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY *Jerry C. Martin*

FILED WITH THE CITY CLERK: November 19, 1987
PASSED BY THE CITY COUNCIL: December 1, 1987
SIGNED BY THE MAYOR: December 1, 1987
PUBLISHED: December 6, 1987
EFFECTIVE DATE: December 11, 1987
ORDINANCE NO. 1394