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**ORDINANCE NO. 3444**

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, AMENDING SECTION 2.35.060 SICK LEAVE TO ADD A NEW SECTION (G) TO PERMIT SICK LEAVE BUY-BACK BY TRANSFERRED EMPLOYEES, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

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WHEREAS, the City's Personnel Policies, Section 7.4 requires employees receiving Workers' Compensation benefits to repay the amount of time lost previously advanced by the City upon receipt of monies from Labor & Industries, and also provides for the restoration of sick leave attributable to the repayment of the funds to the employee's sick leave account, and

WHEREAS, the City has employed EMT's from Medic 7 and as a part of the employment of such individuals will credit their sick leave bank with transferred sick leave; and

WHEREAS, an employee of Medic 7 was on leave receiving Workers' Compensation benefits at the date of his employment by the City, and

WHEREAS, the employee exhausted his sick leave and had no bank to transfer, but would have been able to restore his sick leave bank by a sick leave buy-back by return of Worker's Compensation benefits; and

WHEREAS, the City Council deems it to be in the public interest to permit transferred employees who would otherwise have been permitted to transfer sick leave banks and buy back sick leave with Labor & Industries Workman's Compensation payments to create (restore) sick leave banks by the payment of funds from Labor & Industries; and

WHEREAS, such a policy would permit newly transferred employees to have reasonable sick leave accumulations in the event of illness and to enjoy the same rights which other employees enjoy, NOW, THEREFORE,

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

Section 1. ECC 2.35.060 Sick Leave is hereby amended by the addition of a new section G to read as follows:

**2.35.060 Sick leave.**

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G. Newly hired employees who are entitled to transfer sick leave from their previous employer to the City of Edmonds pursuant to interlocal agreement, collective bargaining agreement and/or state law, may transfer such sick leave banks subject to the rules set forth in this section. In addition, a transferred employee who would, under the provisions of the City's personnel policies, be required to pay back worker's compensation benefits advanced by the City and thereby restore his/her sick leave bank, may exercise such rights with respect to funds received from Labor and Industries as worker's compensation within the first six months of their employment, thereby buying back sick leave which otherwise could have been transferred.

Section 2. The Mayor and his designee are authorized to amend the provisions of the personnel manual, Chapter 7, Benefits to reflect the provisions of this ordinance.

Section 3. Effective Date. 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 an approved summary thereof consisting of the title.

APPROVED:

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MAYOR GARY HAAKENSON

ATTEST/AUTHENTICATED:

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CITY CLERK, SANDRA S. CHASE

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY:

BY \_\_\_\_\_  
W. SCOTT SNYDER

FILED WITH THE CITY CLERK:	03/21/2003
PASSED BY THE CITY COUNCIL:	03/25/2003
PUBLISHED:	03/30/2003
EFFECTIVE DATE:	04/04/2003
ORDINANCE NO. <u>3444</u>	

**SUMMARY OF ORDINANCE NO. 3444**

of the City of Edmonds, Washington

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On the 25<sup>th</sup> day of March, 2003, the City Council of the City of Edmonds, passed Ordinance No. 3444. A summary of the content of said ordinance, consisting of the title, provides as follows:

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, AMENDING CHAPTER 2.35 VACATION AND SICK LEAVE OF THE EDMONDS CITY CODE TO ADD A NEW SECTION 2.35.060 SICK LEAVE (G) TO PERMIT SICK LEAVE BUY-BACK THROUGH L&I PURCHASES BY TRANSFERRED EMPLOYEES, AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

The full text of this Ordinance will be mailed upon request.

DATED this 26<sup>th</sup> day of March, 2004.

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CITY CLERK, SANDRA S. CHASE