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ORDINANCE NO. 3583

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, AMENDING THE PROVISIONS OF ECC 2.35.030 VACATIONS TO ADJUST THE VACATION ACCRUAL OF DIVISION MANAGERS AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

WHEREAS, the City's vacation and sick leave policies are contained in Chapter 2.35 of the Edmonds City Code; and

WHEREAS, such provisions control the vacation accruals of non-represented employees, with represented employees benefits being governed by their Collective Bargaining Agreement; and

WHEREAS, the vacation and sick leave accruals established by the chapter are defined in terms of the word "day," and the Council deems it appropriate to clarify that "day" refers to a standard eight-hour work day and that the accruals referenced therein shall be accounted for in City records on the basis of hours with each "day" equaling eight hours of accrual; and

WHEREAS, it has been recommended to the City Council that the accruals of non-represented division managers and others in equivalent positions be increased; and

WHEREAS, represented employees in certain work areas of the City accrue greater vacation than their supervisors; and

WHEREAS, differences and benefits such as this have a tendency to discourage employees from rising within the ranks to accepted positions of greater responsibility; and

WHEREAS, the City Council deems it appropriate to avoid “compression” in the area of benefits in order to encourage qualified, talented and experienced City employees to contend for promotional positions, NOW, THEREFORE,

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

Section 1. ECC 2.35.030 Vacations is hereby amended to read as follows:

2.35.030 Vacations.

A. Regular employees shall accrue the following amount of vacation leave with pay based on the length of continuous service, as that term is defined in the personnel policies:

1. Nonexempt, represented employees shall receive vacation leave in accordance with the applicable collective bargaining agreement;
2. Nonexempt and exempt nonrepresented employees below the level of supervisor shall accrue annual vacation in accordance with the following schedule;

Years of Employment	Days of Vacation
After the first 6 months of continuous employment	6 days of credit
Second 6 months of continuous employment	5 days additional
2 years through 5 years	11 days per year
6 years through 11 years	16 days per year
12 years through 19 years	21 days per year
20 years and thereafter	22 days per year

3. Division managers, supervisors, and equivalent positions, consisting of those individuals designated as such in the annual salary ordinance shall accrue annual vacation in accordance with the following schedule

Years of Employment	Days of Vacation
After the first 6 months of continuous employment	8 days of credit
Second 6 months of continuous employment	8 days additional
2 years through 5 years	16 days per year
6 years through 11 years	21 days per year
12 years through 19 years	22 days per year
20 years through 24 years	25 days per year
25 years and thereafter	27 days per year

4. The police chief, fire chief and those individuals designated on the annual salary ordinance as directors shall initially accrue 22 days of vacation per year. Such accrual shall be credited on a semi-monthly basis with each employee's paycheck, except as provided above. The rate of accrual shall be reflected by a credit equal to the proportionate share of vacation earned for the period.

B. Employees are encouraged to use their accumulated vacation time within the year in which it is accrued. Vacation accruals of up to one year's accumulation may be carried over from one year to the next. Employees who give notice of retirement within 24 months are authorized to accumulate two years' accrual at any time prior to retirement

C. Vacation schedules must be submitted by each department not later than March 1st of each year.

D. Any employee whose service is honorably terminated after the completion of six months of continuous service shall be paid for any vacation time accumulated prior to the effective date of termination.

Section 2. 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:

MAYOR GARY HAAKENSEN

ATTEST/AUTHENTICATED:

CITY CLERK, SANDRA S. CHASE

APPROVED AS TO FORM:
OFFICE OF THE CITY ATTORNEY:

BY

W. SCOTT SNYDER

FILED WITH THE CITY CLERK:	02/17/2006
PASSED BY THE CITY COUNCIL:	02/21/2006
PUBLISHED:	03/01/2006
EFFECTIVE DATE:	03/06/2006
ORDINANCE NO. <u>3583</u>	

SUMMARY OF ORDINANCE NO. 3583

of the City of Edmonds, Washington

On the 21st day of February, 2006, the City Council of the City of Edmonds, passed Ordinance No. 3583. A summary of the content of said ordinance, consisting of the title, provides as follows:

AN ORDINANCE OF THE CITY OF EDMONDS, WASHINGTON, AMENDING THE PROVISIONS OF ECC CHAPTER 2.35.010 VACATIONS TO ADJUST THE VACATION ACCRUAL OF DIVISION MANAGERS AND FIXING A TIME WHEN THE SAME SHALL BECOME EFFECTIVE.

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

DATED this 22nd day of February, 2006.

CITY CLERK, SANDRA S. CHASE