

RESOLUTION NO. 1169

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, AMENDING SECTION 6.22 (1) OF THE CITY OF REDMOND PERSONNEL MANUAL TO PROVIDE AN ADDITIONAL ANNUAL VACATION DAY FOR EMPLOYEES NOT REPRESENTED BY A COLLECTIVE BARGAINING AGREEMENT.

WHEREAS, a survey of the leave benefits provided to employees in other Puget Sound area cities has been conducted, and

WHEREAS, the results of the survey indicated that the vacation provided to non-uniformed employees was on the average lower than that provided in these other jurisdictions, and

WHEREAS, the City of Redmond wishes to ensure that City employees who are not subject to a collective bargaining agreement are afforded leave benefits that are competitive with those provided to represented employees and employees in other local jurisdictions, now, therefore,

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

Section 1. Vacation Schedule. Section 6.22 (1) of the City of Redmond Personnel Manual is amended as follows:

6.22 Vacation

- (1) Vacation Schedule Each regular full-time employee earns vacation leave from his/her date of hire at the rates listed below for each full month worked. Monthly accrual rates apply at the start of each year of employment specified in

the schedule. Vacation hours are prorated for part-time employees as described in Section 6.70.

<u>Years of Employment</u>	<u>Monthly Accrual Rate</u>
1st year	8.0000
2nd year	8.0000
3rd year	8.6666
4th year	9.3333
5th year	10.6666
7th year	11.3333
9th year	12.0000
11th year	12.6666
13th year	13.3333
15th year	14.0000
17th year	14.6666
20th year	15.3333

Department heads with less than 15 years service are credited with 21 vacation days on January 1 of each year. Department heads with more than 16 years service are credited with all their annual vacation days on January 1 of each year according to the above schedule.

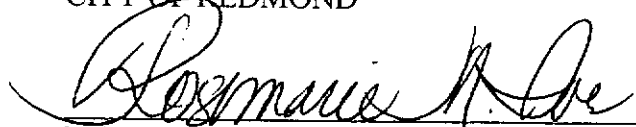
Section 2. Duties of Human Resources Director. The Human Resources Director is hereby authorized and directed to make any necessary changes to the City's Personnel Manual in order to reflect the actions taken under the above section.

Section 3. Conflicts – Severability. If any provision of this resolution conflicts with any provision of the City of Redmond Personnel Manual or any other resolution or policy of the City of Redmond, the provisions of this resolution shall

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

Section 4. Effective Date. This resolution and the Personnel Manual amendment adopted herein shall become effective immediately upon passage.

CITY OF REDMOND


MAYOR ROSEMARIE M. IVES

ATTEST/AUTHENTICATED:


CITY CLERK BONNIE MATTSON

FILED WITH THE CITY CLERK:	March 14, 2003
PASSED BY THE CITY COUNCIL:	March 18, 2003
EFFECTIVE DATE:	March 18, 2003
RESOLUTION NO. <u>1169</u>	