

RESOLUTION NUMBER 27-1982

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE
AMENDING THE CITY PERSONNEL RULES.

WHEREAS, at its meeting on August 3, 1982, the City Council of the City of Milwaukie has approved the addition of or changes in certain benefits for employees of the city,

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Milwaukie that Personnel Rule I (4) is amended to read as follows:

4. Holidays. Unless otherwise ordered by the Council, New Years's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and a holiday by executive order of the State Governor or City expressly applying to city employees shall be paid holidays for all employees working an average of half-time or more except temporary employees. Employees working half-time (1040 hours per year) or more but less than full-time (2080 hours per year) will receive four (4) hours holiday compensation for the holidays specified above. Holiday compensation shall be in the form of pay or compensatory time off at the city's option. In addition one Roving Holiday a year may be taken by all permanent full-time employees at a time approved by the Department Head.

BE IT FURTHER RESOLVED that Personnel Rule I (6) is amended to read as follows:

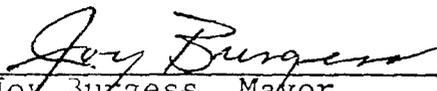
6. Sick Leave. All employees working an average of half time (1040 hours per year) or more except temporary employees shall be entitled to sick leave with pay one full calendar month of service after their initial anniversary date.
 - A) Full-time employees having a probationary or permanent appointment shall accrue sick leave with pay at a rate of one (1) working shift for each full month of continuous service.
 - B) Employees working an average of half-time or more but less than full-time shall accrue sick leave with pay at a rate of four (4) hours per month for each full month of continuous service.

- C) Sick leave may be taken only for actual illness or disability of the employee, or illness, disability or death of a member of the employee's immediate family. The City Manager may require a certification of the attending physician or practitioner to substantiate that an illness or injury prevents the employee from working. Any allowance over three days for a family death must be recommended by the department head and approved by the City Manager. Immediate family normally shall be defined as any husband, wife, parent, grandparent, child, grandchild, brother or sister. For full-time employees up to 3 days bereavement leave will not be deducted from accumulated sick leave.
- D) Maximum sick leave accrual shall be 1280 hours for full-time employees except temporary employees and 640 hours for employees working an average of half-time (1040 hours per year) or more but less than full-time (2080 hours per year)
- E-H Previously labeled D-G. No change.
- I) No compensation for accrued sick leave shall be allowed for any employee separated from the city service except at retirement as provided by ORS 237.153. Employees who are laid off from their positions for reasons that are not discreditable to them may, if reinstated within twelve months, have available for their necessary use any unused sick leave existing at the time of their layoffs.
- J) Previously labeled I. No change.
- K) If there is any conflict between the provisions of this rule and the provisions of any city collective bargaining agreement, the collective bargaining agreement shall control.

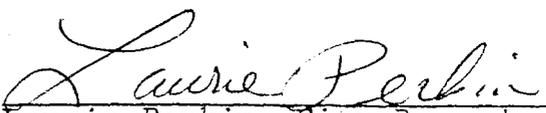
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BE IT FURTHER RESOLVED that the employees affected shall be compensated retroactively for the benefits provided herein from July 1, 1982.

Introduced and adopted by the City Council on Sept. 7, 1982.


Joy Burgess, Mayor

ATTEST:


Laurie Perkin, City Recorder

Approved as to form:


Greg Eades, City Attorney