



SEATTLE CITY COUNCIL

Legislative Summary

CB 118824

Record No.: CB 118824

Type: Ordinance (Ord)

Status: Passed

Version: 1

Ord. no: Ord 125179

In Control: City Clerk

File Created: 10/12/2016

Final Action: 11/16/2016

Title: AN ORDINANCE relating to City employment, to increase the sick leave cash out payment upon retirement for persons in the rank and position of Assistant Fire Chief.

Date

Notes:

Filed with City Clerk:

Mayor's Signature:

Sponsors: Burgess

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Attachments:

Drafter: sarah.butler@seattle.gov

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor	10/18/2016	Mayor's leg transmitted to Council	City Clerk			
	Action Text:	The Council Bill (CB) was Mayor's leg transmitted to Council. to the City Clerk					
	Notes:						
1	City Clerk	10/18/2016	sent for review	Council President's Office			
	Action Text:	The Council Bill (CB) was sent for review. to the Council President's Office					
	Notes:						
1	Council President's Office	10/26/2016	sent for review	Full Council			
	Action Text:	The Council Bill (CB) was sent for review. to the Full Council					
	Notes:						
1	Full Council	10/31/2016	referred	Full Council			
1	Full Council	11/07/2016	passed				Pass
	Action Text:	The Motion carried, the Council Bill (CB) was passed by the following vote, and the President signed the Bill:					

Notes: Motion was made and duly seconded to pass Council Bill 118824.

In Favor: 9 Councilmember Bagshaw, Councilmember Burgess, Councilmember
González , Council President Harrell, Councilmember Herbold,
Councilmember Johnson, Councilmember Juarez, Councilmember
O'Brien, Councilmember Sawant

Opposed: 0

1	City Clerk	11/09/2016	submitted for Mayor's signature	Mayor
1	Mayor	11/16/2016	Signed	
1	Mayor	11/16/2016	returned	City Clerk
1	City Clerk	11/16/2016	attested by City Clerk	

Action Text: The Ordinance (Ord) was attested by City Clerk.

Notes:

CITY OF SEATTLE
ORDINANCE 125179
COUNCIL BILL 118824

AN ORDINANCE relating to City employment, to increase the sick leave cash out payment upon retirement for persons in the rank and position of Assistant Fire Chief.

WHEREAS, Section 4.24.210 of the Seattle Municipal Code provides that, upon retirement, City of Seattle employees may receive a cash payment of 25 percent of the sick leave value, or in the alternative, may place 35 percent of the sick leave value into a deferred compensation account; and

WHEREAS, The City of Seattle and the Seattle Fire Chiefs Association, Local 2898 negotiated an increase to the sick leave cash out payment upon retirement for all Local 2898 members who are not entitled to disability leave under chapter 41.26 RCW in order to reduce sick leave use and overtime backfill costs within the bargaining unit; and

WHEREAS, the Seattle Fire Chief and Seattle Human Resources Director have an interest in hiring the most qualified candidates and removing any unnecessary barriers to potential candidates interested in applying for the rank of Assistant Fire Chief by aligning the sick leave benefits of Battalion Chief, Deputy Chief and Assistant Fire Chief; NOW, THEREFORE,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Any employee who holds the position and rank of Assistant Fire Chief on or after the effective date of this ordinance, and who is not entitled to disability leave under chapter 41.26 RCW, shall either receive a cash payment or cash out sick leave to the employee's 457 Plan and Trust account with the City upon retirement at the following rates:

- Accumulated sick leave hours between 0 and 400.99 shall be cashed out at 25 percent;

- 1 • Accumulated sick leave hours between 401 and 800 shall be cashed out at 50 percent;
- 2 • Accumulated sick leave hours above 800 shall be cashed out at 75 percent.

3 Payment shall be made at the rate of pay in effect for such employee on the last employed date
4 prior to the employee's retirement.

5 Section 2. In the event of the death of an employee while employed by the City who is eligible
6 for the sick leave cash out payment benefit, such employee's beneficiary shall be paid a portion of
7 the employee's accumulated sick leave, as described in Section 1. In the event an employee is
8 eligible for retirement, but chooses to defer retirement and vest the employee's funds with the Law
9 Enforcement Officers' and Fire Fighters' Plan 2 Retirement System (LEOFF 2) at the time the
10 employee leaves City employment, such employee will lose all sick leave credit and not be eligible
11 for the cash out payment benefit.

Section 3. This ordinance shall take effect and be in force 30 days after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 7th day of November, 2016, and signed by me in open session in authentication of its passage this 7th day of November, 2016.



President _____ of the City Council

Approved by me this 16th day of November, 2016.



Edward B. Murray, Mayor

Filed by me this 16th day of NOVEMBER, 2016.



Monica Martinez Simmons, City Clerk

(Seal)