

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

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

Section 2. In the event of the death of an employee while employed by the City who is eligible for the sick leave cash out payment benefit, such employee's beneficiary shall be paid a portion of the employee's accumulated sick leave, as described in Section 1. In the event an employee is eligible for retirement, but chooses to defer retirement and vest the employee's funds with the Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement System (LEOFF 2) at the time the employee leaves City employment, such employee will lose all sick leave credit and not be eligible 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 ____ day of _____, 2016, and signed by me in open session in authentication of its passage this ____ day of _____, 2016.

President _____ of the City Council

Approved by me this ____ day of _____, 2016.

Edward B. Murray, Mayor

Filed by me this ____ day of _____, 2016.

Monica Martinez Simmons, City Clerk

(Seal)