

CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO.5228

AN ORDINANCE amending the Human Resources Code, Bellevue City Code (BCC) Chapter 3.79, Section 3.79.040UU, 3.79.040VV, and 3.79.040WW to authorize Fixed Term, Transitional, and Training Pool employees to participate in the Municipal Employees Benefit Trust (MEBT) and amending 3.79.040UU to change the position name from "Fixed Term Employee" to "Limited Term Employee."

WHEREAS, the City Council desire to amend the City of Bellevue Human Resources Code to provide MEBT benefits to certain positions in order to enhance the City's ability to remain a competitive employer in the labor market; and,

WHEREAS, the City Council desires to amend the City of Bellevue's Human Resources Code to eliminate confusion with regard to the position name "Fixed Term Employee;" now, therefore,

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON DOES ORDAIN AS FOLLOWS:

Section 1. Section 3.79.040 of the Bellevue City Code is amended to read as follows:

3.79.040 Definitions.

The following terms shall have the meaning indicated for the purposes of this code. Unless otherwise provided therein, they shall also apply to the City's compensation plan as adopted from time to time by the City Council.

UU. "Limited Term Employee" means an employee hired into a position for a specific project with a specific ending date. The position shall last only for so long as the project or specific need for which it was created exists, but in no event longer than three years. The position shall only be used to perform work during periods of higher than usual workload, long-term absences of regular status employees or requiring specialized skills, and that cannot reasonably be performed using existing regular status, hourly or hourly PERS eligible employees. The City Manager or his/her designee is authorized to create Limited Term Employee positions consistent with this subsection and so long as sufficient appropriations exist within the current operating budget to pay the full cost of the position. Limited Term Employees shall be at-will employees and shall be entitled to health insurance, PERS, MEBT, holiday pay, vacation and sick leave, on the same terms and conditions as a newly hired regular status employee. The City Manager or his/her designee shall have the authority to set the salary of the position consistent with good personnel

practices and the City's compensation policy. Limited_Term Employees shall receive no other compensation or benefits except as expressly provided herein. Limited Term Employees shall either work full or part-time as that term is defined for regular status employees. Limited Term Employee positions are not regular positions and do not increase the number of City Council created and budgeted full-time equivalent positions, or any portion thereof. For purposes of determining accrual rates for vacation leave, the service credit date for a Limited Term Employee who is hired as a regular status employee of the City during his/her tenure as a Limited Term Employee shall be the hire date for his/her most recent term of service as a Limited Term Employee.

VV. "Training Pool Employee" means an employee who is hired into a position created for the purpose of training for a regular position of the City, where the hiring department has demonstrated to the City Manager or his/her designee that the regular position has a recurring and consistent turnover rate on at least an annual basis, the position is critical in order for the hiring department to carry out its mission, a substantial training period is required for the regular position, and creation of the Training Pool Employee position will substantially reduce the overall costs resulting from turnover that otherwise would be incurred by the City. A Training Pool Employee position may exist for the period needed for training, but in no event longer than one year. The City Manager or his/her designee is authorized to create Training Pool Employee positions consistent with this subsection and so long as sufficient appropriations exist within the current budget to pay the full cost of the position. Training Pool Employees shall be at-will employees; the remaining terms and conditions of employment of a Training Pool Employee shall be the same as if the employee were a new or promotional employee hired into the regular position for which the employee is being trained. Training Pool Employees shall work either full or part time as that term is defined for regular status employees. Training Pool Employee positions are not regular positions and do not increase the number of City Council created and budgeted full-time equivalent positions, or any portion thereof. For purposes of determining accrual rates for vacation leave, the service credit date for a Training Pool Employee who is hired into the regular position for which he/she was trained during his/her tenure as a Training Pool Employee shall be the hire date for his/her most recent term of service as a Training Pool Employee.

WW. "Transitional Employee" means an employee who is hired into a position created for the purpose of training for the regular position of the City of an incumbent regular status employee as to whom the City Manager has received sufficient documentation to satisfy the City Manager that the regular position will become vacant within one year, and where the position is critical in order for the hiring department to carry out its mission, a substantial training period is required for the regular position, and the Transitional Employee position will substantially reduce the overall costs resulting from the vacancy in the incumbent employee's position that otherwise would be incurred by the City. Receipt of a letter of resignation from the incumbent employee by a supervisor or manager shall constitute acceptance of the resignation for all purposes, including determining whether the incumbent's position will become vacant. A Transitional Employee position may exist for the period needed for training for the incumbent employee's position, but in no event longer than one year. The City Manager or his/her designee is authorized to create Transitional Employee positions consistent with this subsection and so long as sufficient appropriations exist within the current budget to pay the full cost of the position. Transitional Employees shall be at-will employees; the remaining terms and conditions of employment of a Transitional Employee shall be the same as if the Transitional Employee were a new or promotional employee hired into the regular position for which the Transitional Employee is

being trained. Transitional Employees shall either work full or part-time as that term is defined for regular status employees. Transitional Employee positions are not regular positions and do not increase the number of City Council created and budgeted full-time equivalent positions, or any portion thereof. For purposes of determining accrual rates for vacation leave, the service credit date for a Transitional Employee who is hired into the regular position for which he/she was trained during his/her tenure as a Transitional Employee shall be the hire date for his/her most recent term of service as a Transitional Employee.

Section 2. The amendments set forth in Section 1 of this ordinance shall be effective April 1, 2000.

Section 3. This ordinance shall take effect and be in force five (5) days after its passage and legal publication.

Passed by the City Council this 26th day of June, 2000, and signed in authentication of its passage this 26th day of June, 2000.

(SEAL)

Chuck Mosher, Mayor

Approved as to form:
Richard L. Andrews, City Attorney
Siona Windsor, Assistant City Attorney

Attest:
Myrna L. Basich, City Clerk

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