

**Ordinance No.** 88522

AN ORDINANCE relating to and providing a uniform plan for sick leave for city officers and employees in classified civil service and superseding Ordinance 86655.

8-20-59 pcc

**Council Bill No.**

INTRODUCED: AUG 17 1959	BY: <i>Finch</i>
REFERRED: AUG 17 1959	TO: <i>Finance</i> <i>Personnel &amp; Efficiency</i>
REFERRED:	
REPORTED: AUG 24 1959	SECOND READING: AUG 24 1959
THIRD READING: AUG 24 1959	SIGNED: AUG 24 1959
PRESENTED TO MAYOR: AUG 24 1959	APPROVED: AUG 24 1959
RETD. TO CITY CLERK: AUG 24 1959	PUBLISHED: SEP 26 1959
VETOED BY MAYOR:	VETO PUBLISHED:
PASSED OVER VETO:	VETO SUSTAINED:
ENGROSSED:	BY:
VOL..... PAGE.....	

Old 87439-Annals Sec. 1.  
Sec. 2d 90789

Ordinance No. **38522**

AN ORDINANCE relating to and providing a uniform plan for sick leave for city officers and employees in classified civil service and superseding Ordinance 86055.

8-20-59 passed

FILE NO. **26650**

Council Bill No.

INTRODUCED: <b>AUG 17 1959</b>	BY: <i>Finance</i>
REFERRED: <b>AUG 17 1959</b>	TO: <i>Finance Personnel &amp; Efficiency</i>
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REPORTED: <b>AUG 24 1959</b>	SECOND READING: <b>AUG 24 1959</b>
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Ord. 38522 - Personnel Sec. 1

*Ord. 90351 - Re to compensation being paid to at certain employees engaged in substantial occupations*

Amended in Section 3 by ordinance No. 23257 TO PERMIT TRANSFERS OF SICK LEAVE CREDIT FROM EMPLOYMENT WITH THE SEATTLE PUBLIC LIBRARY.

*Ord 93666 - Amends Sec 1 and adds new Sec 1.1 to permit the use of sick leave upon death of a close relative*

ORD. 96867 - FURTHER AMENDS SEC. 1 TO ELIMINATE RESTRICTIONS ON ACCUMULATION OF SICK LEAVE.

ORD. 99422 - AMENDS SEC. 1 TO AUTH SICK LEAVE FOR CERTAIN PURPOSES DURING PREGNANCY.

ORD. 99753 - RE TO & PROVIDING FOR FUNERAL LEAVE FOR CERTAIN OFFICERS & EMPLOYEES & REPEALING SEC. 10-A OF ORD. 88522.

ORD 100879 - RE SICK LEAVE FOR CERTAIN OFFICERS & EMPLOYEES OF DEPT OF TRANSPORTATION; ESTABLISHING SICK LEAVE CREDIT FOR PRIOR SERVICE, PROVIDING BENEFITS FOR ACCUMULATED & UNUSED SICK LEAVE UPON RETIREMENT; & AMENDING SEC 1, ORD 88522 & SEC'S 1 AND 1.1 OF ORD 90789.

ORD 101720 -RE SICK LEAVE; REDUCING WAITING PERIOD FOR USE OF SICK LEAVE WITH PAY BY CERTAIN NEW EMPLOYEES, ELIMINATING RESTRICTIONS ON USE OF SICK LEAVE ON ACCOUNT OF PREGNANCY, REMOVING AS TO CERTAIN EMPLOYEES THE MAXIMUM LIMITATION ON BENEFITS FOR ACCUMULATED & UNUSED SICK LEAVE UPON RETIREMENT, & AMENDING SEC 1 OF ORD 88522; & SECTIONS 1 & 1.1 OF ORD 90789.

ORD 101861 -AMENDS SECTION 1 -RE CERTAIN OFFICERS & EMPLOYEES OF DEPT. OF TRANSPORTATION.

ORDINANCE

AN ORDINANCE relating to and providing a uniform plan for sick leave for city officers and employees in classified civil service and superseding Ordinance 86655.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

AMENDED ORD.

89939  
93066  
96867  
99422  
100879  
101720  
101841

Section 1. That as of July 1, 1959, cumulative sick leave with pay computed at the rate of .046 hours for each hour on regular pay status as shown on the payroll, but not to exceed forty (40) hours a week, and all the benefits of this ordinance shall be granted to all city officers and employees in the classified civil service over whom the legislative authority has jurisdiction in this respect: provided, members of the Police and Fire Departments under State statutory Pension Systems and those employees specifically excluded by provisions of salary ordinances shall not be included; and no sick leave shall be granted or allowed on account of pregnancy. The total accumulation of sick leave shall not exceed 720 hours, and officers and employees shall be credited with the equivalent number of hours for all sick leave accumulated before the effective date of this ordinance.

Section 2. Officers and employees receiving disability benefits by virtue of any law or ordinance now or hereafter enacted, or under the City Charter, shall be entitled to sick leave pay only in the amount regular compensation exceeds such benefits, and any sick leave accumulation shall be reduced in the same ratio as such sick leave pay bears to regular compensation.

AMENDED ORD.

93257

Section 3. Change in position or transfer to another City Department included in the sick leave plan shall not affect the accumulation of sick leave. An officer or employee reinstated or re-employed in the same or another department included in this plan, after termination of service, except after dismissal for cause, resignation or quitting, shall be credited with all unused sick leave accumulated prior to such termination.

Section 4. Compensation for the first four (4) days of absence

because of illness or disability incapacitating an officer or employee for the performance of duty shall be paid upon approval of the department head, or someone authorized by him, and the Civil Service Commission. In order to receive compensation for such absence, employees shall make themselves available for such investigation, medical or otherwise, as the department head or the Civil Service Commission shall see fit to have made. Either the department head or the Civil Service Commission may require a supporting report of a physician from an employee who is living outside the City Limits or who for any other reason is unavailable for examination by the City's representative. Compensation for such absences beyond four (4) days shall be paid only after approval by the department head, or someone authorized by him, and by the Civil Service Commission, of a request from the employee supported by a report of the employee's physician and/or a physician representing the City as the Civil Service Commission shall determine. The services of the Public Health Department may be utilized by the Civil Service Commission. The employee shall provide himself with such medical treatment or take such other precautions as the Civil Service Commission shall determine to be necessary for an early return to duty.

Section 5. Employees on a temporary, intermittent or part time basis and not otherwise excluded who work on a definite and predetermined schedule over an extended period may receive sick leave compensation for scheduled work periods only, on the same basis as regular city employees. Determination as to an employee's eligibility under this provision shall be made by the Civil Service Commission.

Section 6. At the request of the employee concerned the Civil Service Commission shall review the refusal of a department head to approve a request for sick leave and before a decision adverse to the employee in such connection, shall give the employee an opportunity to be heard and the decision of the Civil Service Commission shall be final.

Section 7. The Civil Service Commission is hereby authorized to

make the necessary rules and regulations to enforce and administer the provisions of this ordinance, to furnish the necessary forms and to keep the necessary records, provided that the City Comptroller shall maintain all records of accumulated sick leave of active officers and employees.

Section 8. The heads of departments shall report as to the final disposition of all cases when an employe has been included on the payroll for paid sick leave which subsequently is denied and shall make such other reports and keep such records as the Civil Service Commission and the City Comptroller shall require.

Section 9. Anyone fraudulently obtaining or attempting to obtain sick leave may be suspended or removed in accordance with Section 12, Article XVI of the City Charter.

Section 10. That Ordinance 86655 entitled:

"AN ORDINANCE relating to and providing a uniform plan for sick leave for city officers and employees under the supervision of the Civil Service Commission and superseding and repealing Ordinance 72690 and all amendments thereto."

and all amendments thereto are hereby superseded, providing the same shall not affect rights acquired thereunder to accumulated sick leave or otherwise prior to the effective date of this ordinance.

*Sec 10-a Added by Ord 99666 (Funeral of close relative)  
Ord 99753-<sup>repealed</sup> Ordinance Sec. 10A.*

(To be used for all Ordinances except Emergency.)

Section 11. This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 24 day of August, 1959,  
and signed by me in open session in authentication of its passage this 24 day of August, 1959,  
Alfred S. Clinton

President of the City Council.

Approved by me this 24 day of August, 1959.

Alfred S. Clinton  
Mayor.

Filed by me this 24 day of August, 1959.

C. H. Grandson  
Attest: City Comptroller and City Clerk.

(SEAL)

Published SEP 26 1959

By W. A. Berne  
Deputy Clerk.

# The City of Seattle--Legislative Department

MR. PRESIDENT:

Date Reported  
and Adopted

Your Committee on

Finance and Personnel & Efficiency

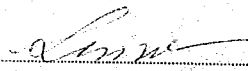
AUG 24 1959

to which was referred C.B. 79985,

relating to and providing a uniform plan for  
sick leave for city officers and employees in classified Civil Service  
and superseding Ordinance 86655,

RECOMMEND THAT THE SAME DO PASS.

  
Fin.  
Chairman

  
P&E  
Chairman

Committee

Committee