

ORDINANCE No. 118145

re

Law Department

COUNCIL BILL No. 111281

INDEXED

The City of Seattle--Leg

REPORT OF CO

AN ORDINANCE relating to the City Employees' Retirement System authorizing employees participation in the Early Separation Incentive program to purchase service credit.

OK

COMPTROLLER FILE No. _____

Introduced: 6-3-96	By: L. S. Ho
Referred: 6-3-96	To: Personnel
Referred:	To:
Referred:	To:
Reported: JUN 10 1996	Second Reading: JUN 10 1996
Third Reading: JUN 10 1996	Signed: JUN 10 1996
Presented to Mayor: JUN 11 1996	Approved: JUN 14 1996
Returned to City Clerk: JUN 14 1996	Published: Title 299.
Vetoed by Mayor:	Veto Published:
Passed over Veto:	Veto Sustained:

Honorable President:

Your Committee on PERSONNEL & LABOR POLICY

to which was referred the within Council Bill No. 111281 report that we have considered the same and respectfully re

6/5/96: PASS 3-0 (TM, JM, JD)

Full Council vote

Tom Thub

Committee

1 Mr. D/mkd
2 5/7.96
3 V 1

4
5
6 ORDINANCE 118165

7 AN ORDINANCE relating to the City Employees' Retirement System; authorizing
8 employees participating in the Early Separation Incentive program to purchase service
9 credit.

10 WHEREAS, the City expects significant revenue shortfalls beginning in 1997; and

11 WHEREAS, reducing the number of funded positions in the City workforce before 1997 will
12 mitigate the affects of the revenue shortfalls; and

13 WHEREAS, the City desires to reduce the number of employees who may need to be laid
14 off due to revenue shortfalls; and

15 WHEREAS, separation incentives and retraining assistance may reduce the number of
16 employees who must be laid off; and

17 WHEREAS, the City Council has passed Ordinance 118164 to provide for early separation
18 incentive, retraining and severance pay programs for certain City employees; and

19 WHEREAS, the City Council has passed Ordinance 118163 to ratify a Memorandum of
20 Understanding with a Coalition of Unions representing City employees to provide for early
21 separation incentive, retraining and severance pay programs for certain represented City
22 employees; Now Therefore,

23 BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

24
25 Section 1. A member of the City Employees' Retirement System who has entered into an
26 early separation agreement with the City pursuant to the terms of Ordinance 118165 may
27 purchase up to four (4) years of service credit from the Retirement System. To acquire
28 such service credit, the member shall, during the effective dates of the early separation
incentive program:

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1
2
3 1. Pay a lump sum into the retirement fund representing both the employee's
4 and the employer's contributions otherwise required to receive such service
5 credit pursuant to the Seattle Municipal Code Chapter 4.36; and

6 2. Pay said lump sum from funds received by the employee from the early
7 separation agreement.

8 Section 2. Any acts made consistent with the authority and prior to the effective date of this
9 ordinance are hereby ratified and confirmed.

10 Section 3. This ordinance shall take effect and be in force thirty (30) days from and after its
11 approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days
12 after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

13
14 Passed by the City Council the 10 day of June, 1996, and signed by me
15 in open session in authentication of its passage this 10 day of June, 1996.

16
17 Jan Deago
18 President _____ of the City Council

19 Approved by me this 14 day of June, 1996.

20
21 Morgan Rice
22 Mayor

23 Filed by me this 14 day of June, 1996.

24
25 Judith E. P...
26 City Clerk

27 (Seal)
28

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City of Seattle Personnel Department

Norman B. Rice, Mayor Sarah Welch, Personnel Director



RECEIVED OMP

MAY 21 1996

May 17, 1996

TO: Seattle City Council

ATTN.: Tom Weeks, Chair
Personnel and Labor Policy Committee

VIA: Norman B. Rice
Mayor

Tom Tierney, Director
Office of Management and Planning

FROM: *Sarah Welch*
Sarah Welch
Personnel Director

SUBJECT: Proposed Ordinances to 1) Authorize the Personnel Director to implement Early Separation Incentive, Retraining and Severance Pay Programs for nonrepresented employees 2) Authorize the Mayor to Execute a Memorandum of Understanding with the Coalition of City Unions to Implement Early Separation Incentive, Retraining and Severance Pay Programs for Employees Represented by Unions Party to the Coalition of City Unions; and 3) Authorize the Purchase of Retirement Service Credit as Part of the Early Separation Incentive Program.

Attached are three ordinances: one that authorizes the Personnel Director to implement early separation incentive, retraining and severance pay programs for nonrepresented employees; another that authorizes the Mayor to execute a Memorandum of Understanding with the Coalition of City Unions to implement early separation incentive, retraining and severance pay programs; and a third that authorizes the purchase of retirement service credit which is an option for employees who choose a separation incentive.

The proposed ordinance to implement the programs for nonrepresented employees includes an amendment to revise the Sabbatical Leave Policy to extend the benefit to represented employees of signatory unions and an amendment to the Layoff Ordinance to provide reinstatement rights for nonrepresented employees consistent with those accorded to represented employees. Relevant sections of the Personnel Rules will be revised accordingly.

The ordinance authorizing the purchase of retirement service credit provides that employees purchase the credit by paying both the employee and employer's share of the contribution rate in a lump sum from the early separation incentive funds.

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Seattle City Council
May 17, 1996
Page 2

We request your approval and passage of the proposed ordinances. We expect to commence the open enrollment period by the end of June.

You may direct any questions you have regarding the proposed ordinances to me or Marcia Chatalas (4-7920) of my staff.

SW/mc

Attachments (3)

cc: Personnel Administrators
Civil Service Commission

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City of Seattle

Executive Department—Office of Management and Planning

Thomas M. Tierney, Director
Norman B. Rice, Mayor

May 21, 1996

The Honorable Mark Sidran
City Attorney
City of Seattle

Dear Mr. Sidran:

The Mayor is proposing to the City Council that the enclosed legislation be adopted.

REQUESTING DEPARTMENT: Personnel Department

SUBJECT: AN ORDINANCE relating to the City Employees' Retirement System; authorizing employees participating in the Early Separation Incentive program to purchase service credit.

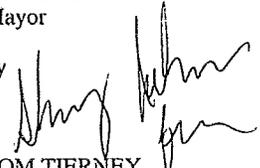
Pursuant to the City Council's S.O.P. 100-014, the Executive Department is forwarding this request for legislation to your office for review and drafting.

After reviewing this request and any necessary redrafting of the enclosed legislation, return the legislation to OMP. Any specific questions regarding the legislation can be directed to Sherry Johnson at 684-8084.

Sincerely,

Norman B. Rice
Mayor

by


TOM TIERNEY
Director

h:\admin\legisl\lawlrs\john9

Enclosure

*46-1676
approved by [Signature]
5/28/96*



COPY RECEIVED
96 MAY 22 AM 9:20
SEATTLE CITY ATTORNEY

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TIME AND DATE STAMP

SPONSORSHIP

Tom Mabe

FOR CITY COUNCIL PRESIDENT USE ONLY

COMMITTEE(S) REFERRED TO:

PRESIDENT'S SIGNATURE

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STATE OF WASHINGTON - KING COUNTY

69521
City of Seattle, City Clerk

-ss.

No. ORDINANCE TI

City of Seattle

TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on June 16, 1996, and published here by title only, will be mailed, at no cost, upon request for two months after this publication. For further information, contact the Seattle City Clerk at 684-8344.

ORDINANCE NO. 118165

Relating to the City Employees' Retirement System; authorizing employees participating in the Early Separation Incentive program to purchase service credit.

ORDINANCE NO. 118166

Relating to the 1996 Budget, retitling certain positions as a result of Budget classification appeal determinations and classification recommendations made subsequent to the adoption of the 1996 Budget; correcting inadvertent errors and omissions in the printed adopted 1996 Budget; implementing position abrogations and creations that had been intended for inclusion in the 1996 Budget but which were inadvertently not included therein; correcting a position transfer error that had occurred in the 1995 Budget; and providing payment therefor.

ORDINANCE NO. 118167

Authorizing a collective bargaining agreement between The City of Seattle and Joint Crafts Council, effective through December 31, 1997; and providing payment therefor.

ORDINANCE NO. 118169

Authorizing the collective bargaining agreement between The City of Seattle and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 82 (Water Department Crew Chiefs and Plumber Crew Chiefs), effective through December 31, 1997; and providing payment therefor.

ORDINANCE NO. 118170

Changing existing salaries and providing payment therefor.
Publication ordered by JUDITH PIP-PIN, City Clerk.
Date of official publication in Daily Journal of Commerce, Seattle, June 26, 1996.
(626/69521)

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CTOT:118165-118170

was published on
06/26/96

The amount of the fee charged for the foregoing publication is the sum of \$ _____, which amount has been paid in full.

Subscribed and sworn to before me on

06/27/96

Notary Public for the State of Washington,
residing in Seattle

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