

ORIGINAL

RESOLUTION NO. 287

**A RESOLUTION OF THE CITY OF SHORELINE,
WASHINGTON, ADOPTING CLARIFYING AMENDMENTS TO
PERSONNEL POLICIES REGARDING LEAVE CASHOUTS**

WHEREAS, the City of Shoreline has been operating under Personnel Policies last revised November 2008 by Resolution No. 281; and

WHEREAS, it was the City Council's intent to coordinate policies regarding leave cash out upon retirement with the Washington Public Employee Retirement System (PERS) rules to avoid assessments to the City for paying excess compensation; and

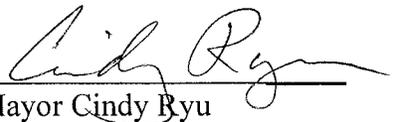
WHEREAS, the Council finds that clarification of these policies would be helpful to avoid misreading of these provisions; now therefore

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
SHORELINE, WASHINGTON:**

Section 1. Amendment. *Employee Handbook*, Section 6.01D is amended as set forth in Exhibit A. The City Manager shall distribute a copy of the revision to all current regular and regular part-time employees.

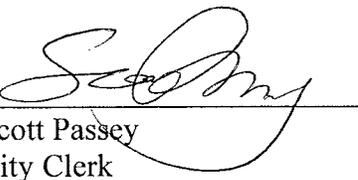
Section 2. Effective Date. The revisions adopted in the resolution shall take effect August 1, 2009.

ADOPTED BY THE CITY COUNCIL ON JUNE 22, 2009.



Mayor Cindy Ryu

ATTEST:



Scott Passey
City Clerk

6.01 Annual Vacation

Regular employees shall be given annual vacation. Regular part-time employees shall accrue vacation based on the ratio of their normally scheduled work week to a forty hour week. Extra help employees are not eligible for these benefits. Vacation shall be accrued monthly as follows:

Time	Days	Hours/month
Zero to 12 months	12 days of vacation	8.0 hours
After 1 year employment	13 days of vacation	8.6 hours
After 2 years of employment	14 days of vacation	9.3 hours
After 4 years employment	16 days of vacation	10 hours
After 5 years employment	17 days of vacation	11.3 hours
After 8 years employment	18 days of vacation	12.0 hours
After 10 years employment	19 days of vacation	13.3 hours
After 12 years employment	20 days of vacation	13.3 hours
After 15 years employment	23 days of vacation	15.3 hours

[A. - C. unchanged]

D. In the event of separation from service for any reason other than at retirement, the employee shall be paid for any accrued vacation earned and not taken. In the case of separation for any reason when the employee is eligible for retirement as defined by the rules and regulations of the Washington State Public Employees Retirement system, the maximum cash out shall be 240 hours.

[E - F Unchanged]