



ORDINANCE NO. 27753

1 AN ORDINANCE relating to pay and compensation; implementing a change in
2 how employees are compensated when off work for an extended period
3 due to an injury on the job; and amending Sections 1.12.090, 1.12.230, and
4 1.12.248 of the Tacoma Municipal Code.

5 WHEREAS, under Section 1.12.090 of the Tacoma Municipal
6 Code ("TMC"), eligible employees who are injured on the job are paid a
7 supplement amount for 120 working days, which, when combined with Workers'
8 Compensation time loss payments, equals 85 percent of the employee's normal
9 wage, and

10 WHEREAS the TMC provides that after the first 120 working days, the
11 employee must use accrued sick or Personal Time Off ("PTO") leave to
12 continue this supplement, at a rate of four hours for each additional day the
13 employee is absent, regardless of the amount of the supplement received, and

14 WHEREAS the proposed amendment to the TMC will allow employees to
15 choose whether or not to continue this wage supplement and will change the
16 method used to determine the number of hours of sick leave or PTO used so that
17 the hours used will be based on the monthly amount of supplement received
18 divided by the employee's hourly wage, and

19 WHEREAS, on October 15, 2008, the Government Performance and
20 Finance Committee recommended a "do pass" of the proposed amendment; Now,
21 Therefore,
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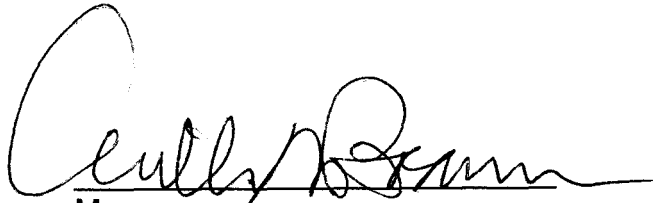


BE IT ORDAINED BY THE CITY OF TACOMA:

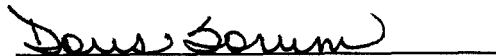
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Section 1. That Sections 1.12.090, 1.12.230, and 1.12.248 of the Tacoma Municipal Code be amended, as set forth in the attached Exhibit "A."

Passed NOV 18 2008


Mayor

Attest:


City Clerk

Approved as to form:


Assistant City Attorney



EXHIBIT "A"

1.12.090 On-the-job injury.

With the exception of employees in the Police and Fire Service hired prior to October 1, 1977, the Belt Line Railway employees, emergency employees, and temporary employees, an employee who is otherwise eligible for sick leave accumulations or Personal Off Time ("PTO") accruals and is injured on the job shall be paid to the extent of 120 working days for each new and separate injury, in addition to, and prior to, the use of sick leave or PTO accumulations, except as provided hereafter in this section.

A. The employee's eligibility for payment and the extent thereof will be based on the determination of the State Industrial Insurance Division of the State Workers' Compensation Act. Such employee shall be paid an amount by the City which when combined with the payment received as determined by the State Industrial Insurance Division will equal 85 percent of his or her normal wage. For the purpose of this section, normal pay shall be that rate of the classification in which he or she was working in on the date of injury.

B. Such payment shall be made to the extent of such period of 120 working days period and for as long thereafter as such employee's sick leave or PTO personal time off accruals provide according to the following schedule:

1. Charges shall be made against sick leave or PTO personal time off accruals, if any, for the date of injury and for the three-day waiting period as defined in the State Workers' Compensation Act. If injury time loss exceeds 14 calendar days, then sick leave used during the three-day waiting period shall be returned and compensation computed at the 85 percent level as provided above.

2. After the payment and use of 120 working days, charges shall be made against sick leave or personal time off accruals, if any, at the rate of one-half per day an employee may request to utilize accumulated sick leave and/or PTO on a prorated basis for any further time loss due to the injury. Compensation shall continue at the 85 percent level as provided above.

Accumulated sick leave and/or PTO used for this purpose shall be based on the calculated supplement dollar amount converted to actual hours by dividing the supplement dollar amount by the employee's normal hourly wage. The converted actual hours will be deducted from the employee's accumulated sick leave and/or PTO accumulations.

3. In the event an employee becomes disabled prior to completing 30 working days' employment with the City, a maximum of 30 working days' City supplementation, as defined above, shall be allowed.

4. Charges may be made against sick leave or PTO personal time off leave accruals, if any, in any case where the City of Tacoma is contesting that the injury occurred on the job. In the event the State determines in favor of the employee, sick leave or PTO personal time off so charged shall be recredited to the employee's sick leave or PTO personal time off accrual balance and all payments in excess of the difference between 85 percent of the regular normal pay and that amount received as determined by the State Industrial Insurance Division, shall be recoverable by the City or deducted from future payments due the employee from the City. The City shall seek to recover any and all provisional time loss payments due to the City when a claim filed after June 11, 1986, is rejected pursuant to the laws of the State of Washington and the ordinances of the City of Tacoma.

5. In the event eligibility for payment is denied by the State, the employee shall be eligible to utilize sick leave or PTO personal time off accruals, if any, retroactive to the date of injury, subject to the provisions of Section 1.12.230, Sick Allowance with Pay.

6. Upon making such payments as are provided for in this section, the City of Tacoma shall be subrogated to all rights of the employee against any third party who may be held liable for the employee's injuries to the extent necessary to recover the amount of payments made hereunder; provided, that where actual



1 recovery is made against a third party hereunder, sick leave and ~~PTO personal time off~~ charged against the
 2 employee's accruals shall be reccredited to the extent such funds reflect recovery for payments attributable
 3 to compensated sick leave or ~~PTO personal time off~~.

4 7. All provisions hereof shall be deemed applicable to the Health Pooling Fund and Health Department
 5 Compensation Plans when the same are applicable to Health Department Employees.

6 In order to limit the obligation of the City for each new and separate injury, the City may require the
 7 employee to furnish medical proof or submit to a medical examination by the City at its expense to
 8 determine where a subsequent injury is a new and separate injury or an aggravation of a form~~e~~ injury
 9 received while in the service of the City.

10 **1.12.230 Sick allowance with pay.**

11 A. Eligibility for Sick Leave. The following provisions, unless otherwise specified, apply to all regular,
 12 probationary, project, temporary pending exam, or appointive full-time employees except those
 13 employees of the Tacoma Municipal Belt Line Railway set forth in Section 1.12.231 and members of the
 14 Police and Fire Departments covered by RCW 41.26 (LEOFF I Pension System) set forth in
 15 Section 1.12.232.

16 1. Accrual. Regular, probationary, project, temporary pending exam, or appointive fulltime employees
 17 shall accrue sick leave at the rate of 3.69 hours for each 80 hours in which he or she is in paid status.
 18 Eligible employees who are on leave of absence for active duty training or for inductive purposes shall
 19 accrue sick leave.

20 a. Sick leave earned shall be credited to an employee's accruals after the completion of each biweekly
 21 pay period and may not be used in the pay period earned.

22 b. For purposes of this section, eligible permanent employees of the Municipal Belt Line Railway
 23 assigned to the Extra Board will be considered as full-time employees.

24 2. Permissible Use of Paid Sick Leave.

25 a. Sick leave may be taken in tenths (0.10) of an hour increments.

26 b. Injury or illness of employee to such extent as to constitute a hazard to the safety or health of himself
 or herself or other employees.

c. Medical or dental care for the employee. Supervisors should attempt to accommodate appointments
 for care. Employees should attempt to schedule such appointments to minimize disruption to work.

d. Quarantine of employee due to exposure to a contagious disease.

e. On-the-job injuries during the first three days if not eligible for Worker's' Compensation and as a
 supplement to Worker's' Compensation ~~at the rate of one-half day of sick leave per day absence~~ after the
 120-day supplementary on-the-job injury benefits provided under Section 1.12.090.

f. Death of a spouse, father, mother, foster parent, brother, sister, child, foster child, grandparents, or
 grandchildren of employee or relatives of the spouse of the employee in the same categories of
 relationship subject to the requirements of subsection B.5. hereinafter set forth.

g. Employees working shifts other than the regular Monday through Friday workweek shall be paid
 holiday pay plus paid sick leave when scheduled to work on a holiday and they are unable to work due to
 illness or injury. Such employees, when not scheduled to work on a holiday, shall not be entitled to ~~paid~~
 sick leave therefor.

h. Pre-induction physical for service in the Armed Forces.

i. Illness or disability due to pregnancy or conditions related thereto.



1 j. Pursuant to RCW 49.12.270, effective January 1, 2003, sick leave may be used to care for: (a) a child
2 of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent,
3 parent-in-law, or grandparent of the employee who has a serious health condition or an emergency
4 condition, both (a) and (b) are subject to the requirements of subsection B.3 hereinafter set forth. For
5 purposes of this section, the following definitions apply:

6 (1) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person
7 standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable
8 of self-care because of a mental or physical disability.

9 (2) "Grandparent" means a parent of a parent of an employee.

10 (3) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an
11 employee when the employee was a child.

12 (4) "Parent-in-law" means a parent of the spouse of an employee.

13 (5) "Spouse" means a husband or wife, as the case may be.

14 B. Requirements for All Paid Sick Leave.

15 1. Every employee must report to the designated representative of his or her department head the reason
16 for an absence prior to the beginning of his or her scheduled workday or such earlier time as required by
17 his or her department or division head.

18 2. An employee must keep his or her department head informed of his or her condition if an absence is of
19 more than four working days in duration.

20 3. For each absence an employee may be required to submit an explanation of the reason for such
21 absence. A statement by the attending physician attesting to the nature and seriousness of said injury or
22 illness shall be required if requested by the department head.

23 4. Employee must permit home visits or medical examinations at the expense and convenience of the
24 City.

25 5.a. Upon approval by the department head, a maximum of four days' sick leave may be granted for the
26 death of spouse, father, mother, foster parent, brother, sister, child, or foster child of the employee.

b. For the purpose of attending the funeral, upon approval by the department head, a maximum of one
day's sick leave may be granted for the death of grandparent, grandchild, son-in-law, daughter-in-law,
brother-in-law, or sister-in-law of the employee or the death of a father, mother, foster parent, brother,
brother-in-law, sister, sister-in-law, child, foster child, grandparent, or grandchild of the spouse of the
employee.

6. An employee shall be paid for sick leave at the rate he or she was receiving the day before the sick
leave was taken.

7. Employees shall accrue sick leave according to the provisions of this section; provided, however, that
any employee who leaves the City service during the first six months of employment shall not be
compensated for any accrued sick leave.

C. Enforcement of Sick Leave Provisions.

1. Misrepresentation of any material facts in connection with paid sick leave by any employee shall
constitute grounds for suspension or discharge.

2. It shall be the responsibility of the department head or his or her designated representative to:

a. Review all applications for sick leave and approve those which are bona fide and comply with the
provisions of this section. Employees still absent at the end of a pay period may be certified for payment
of sick leave by the department head by his or her signing the payroll timecards, subject to department
head's approval for sick leave pay immediately upon the employee's return to work.



b. Investigate any suspected abuse of sick leave.

c. Withhold approval of sick leave pay in the event of unauthorized use.

d. Initiate disciplinary action if, as a result of investigation, it is determined that an employee has been guilty of willful misrepresentation in a request for sick leave pay.

D. Incentive Payments for Nonuse of Sick Leave Accruals.

1. An employee separated from the City service due to death or retirement for disability or length of service with attendant pension payments under any City employee pension system who does not qualify for a VEBA deposit under TMC Section 1.12.229 shall be compensated at a rate for the classification in which he or she was working on the date of separation to the extent of 25percent of his or her sick leave accruals.

2. A regular, project, temporary pending exam, or appointive employee separated in good standing from the City service for any other reason than death or retirement due to disability or length of service with attendant pension payments under any City employee pension system pursuant to Section 1.12.229 who has a minimum of 10 days accrual shall be compensated at a rate for the classification in which he or she was working on the date of separation to the extent of 10percent of his or her sick leave accruals up to a maximum accrual of 120 days. An employee separated from the City service due to layoff may, upon reemployment from the eligible list or departmental reemployment list upon which placed as provided in Section 1.24.900, have his or her sick leave accrual restored upon repayment to the City of the 10percent payment as herein provided. If appointed from other employment lists within the two-year period of eligibility, such repayment may also apply.

E. Authorization – Police and Fire Disability Payments. Certification for payment for absences due to injury or illness covered by the State of Washington Police or Fire Pension Acts shall not be made by the Human Resources Director until authorization is received from the appropriate Pension Board.

1.12.248 Personal Time Off plan.

A. Rate of accrual of Personal Time Off.

1. Effective at the beginning of the first pay period starting in June 1998, each unrepresented regular, probationary, project, temporary pending exam, or appointive full-time employee hired after June 1, 1998, represented employees as provided for in a collective bargaining agreement, and unrepresented employees who elect to transfer from their present vacation and sick leave plans to the Personal Time Off (“PTO”) plan during a designated enrollment period shall accrue ~~Personal Time Off~~ hours for each biweekly pay period in which he or she has been in paid status, pursuant to the following schedule based on aggregate City service. The ~~Personal Time Off~~ plan is in lieu of vacation and sick leave plans.

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Completed Years of Aggregate Service	No. of 8-Hour Days per Year	Hours per Pay Period ¹
Completion of years 0, 1, 2, 3	18	5.54
Completion of years 4, 5, 6, 7	21	6.46
Completion of years 8, 9, 10, 11, 12, 13	23	7.08
Completion of years 14, 15, 16, 17, 18	26	8.00
Completion 19 years	27	8.31
Completion of 20 years	28	8.62
Completion of 21 years	29	8.92
Completion of 22 years	30	9.23
Completion of 23 years	31	9.54
Completion of 24 years	32	9.85
Completion of 25 years	33	10.15
Completion of 26 years	34	10.46
Completion of 27 years	35	10.77
Completion of 28 years or more	36	11.08

2. Employees shall accrue ~~Personal Time Off~~ prorated on the number of hours in paid status in each pay period. The appropriate biweekly accrual shall be credited for each biweekly pay period in which the employee is in paid status. ~~Personal Time Off~~ accruals based on tenure shall be credited at the first of the calendar year in which any of the above periods of aggregate service will be completed. The applicable accrual rate shall be determined as of January 1 of each calendar year and shall be based on the rate applicable to the number of years of aggregate service the employee will complete within that calendar year. For example, on January 1, an employee who will complete four years of aggregate service with the City within that calendar year will begin to accrue Personal Time Off at a rate of 6.46 hours per pay period.

3. No employee shall earn more ~~Personal Time Off~~ in any one calendar year than the above stipulated days and new employees shall accrue ~~Personal Time Off~~ based on the above schedule beginning from the date of his or her appointment; provided, however, that an incoming City Manager may be credited with such ~~Personal Time Off~~ as the City Council may direct.

4. ~~Personal Time Off~~ earned shall be credited to an employee's accruals after the completion of each biweekly pay period and may not be used in the pay period earned.

B. Permissible use of ~~Personal Time Off~~ accruals.

1. Use of ~~Personal Time Off~~. ~~PTO~~ ~~personal time off~~ shall be taken in full hourly increments.

2. Planned Use of ~~Personal Time Off~~. ~~Personal Time Off~~ requests may be required in writing and the appointing authority, or his or her designee, shall consider the request and shall approve or deny it.

3. Unplanned Use of ~~Personal Time Off~~.

a. ~~Personal Time Off~~ may be used without prior approval for employee or family emergencies. If an advance written request is not possible, the employee shall notify his or her supervisor of the need for and the request of the time off prior to the beginning of his or her shift. An employee must keep his or her department head informed of his or her condition if unplanned use of ~~Personal Time Off~~ is of more than four working days in duration. Unplanned use of ~~Personal Time Off~~ which interferes with job performance or City operations may subject the employee to corrective action.

b. Unplanned ~~Personal Time Off~~ may be used for on-the-job injuries during the first three days if not eligible for Workers' Compensation and as a supplement to Workers' Compensation at the rate of one-

¹ The Per Pay Period figure is based on a biweekly payroll schedule.

² See 1.12.075 for the definition of "aggregate service."



half day of ~~Personal Time Off~~ per day absence after the 120-day supplementary on-the-job injury benefits provided in Section 1.12.090 of the Tacoma Municipal Code.

4. Pursuant to RCW 49.12.270, effective January 1, 2003, an employee is allowed to use any or all of the employee's choice of sick leave or ~~Personal Time Off~~ to care for: (a) a child of the employee with a health condition that requires treatment or supervision; or (b) a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition. For purposes of this section, the following definitions apply:

(a) "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is: (a) Under 18 years of age; or (b) 18 years of age or older and incapable of self-care because of a mental or physical disability.

(b) "Grandparent" means a parent of a parent of an employee.

(c) "Parent" means a biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a child.

(d) "Parent-in-law" means a parent of the spouse of an employee.

(e) "Spouse" means a husband or wife, as the case may be.

5. Permissible Cash-out of Accrued ~~Personal Time Off~~.

a. An employee who uses no more than the equivalent of two work days (regardless of length of scheduled shift) of unplanned ~~Personal Time Off~~ in any one calendar year (January to December), but who has used less than 80 hours of planned ~~Personal Time Off~~ during the same calendar year, may, in January of the following year, submit in writing, on the form provided by and available in the Human Resources Department, a request for a payment equal to 90 percent of the cash value of up to 40 hours of accrued ~~Personal Time Off~~.

b. An employee who uses no more than the equivalent of two work days (regardless of length of scheduled shift) of unplanned ~~Personal Time Off~~ in any one calendar year (January to December) and who uses at least 80 hours of planned ~~Personal Time Off~~ during the same calendar year may, in January of the following year, submit in writing, on the form provided by and available in the Human Resources Department, a request for a payment equal to 90 percent of the cash value of up to 80 hours of accrued ~~Personal Time Off~~.

c. For any request submitted pursuant to subsections a or b above, the cash value of the ~~Personal Time Off~~ shall be based on the rate for the classification in which the employee is working at the time the request is made. The 10 percent balance of the cash value not so paid under subsection a or b set forth above shall be paid into the Employee Benefit Trust Fund.

6. An employee shall be paid for ~~Personal Time Off~~ leave at the rate of pay he or she was receiving the day before the ~~Personal Time Off~~ leave is taken.

C. Maximum accrual of ~~Personal Time Off~~.

1. Each employee may accrue a maximum of 960 hours of ~~Personal Time Off~~.

2. If the appointing authority, or his or her designee, denies an employee's request for ~~Personal Time Off~~ and the denial would result in the employee's accrual exceeding the maximum allowed, the employee shall not lose the accrual at that time. The employee shall have up to 90 days to use the excess accrual.

D. Compensation upon separation from City service.

1. Upon separation from City service, the City shall pay an employee the full amount of the ~~Personal Time Off~~ accruals up to the maximum of 960 hours at the rate for the classification in which he or she was working in on the date of separation.



2. Upon the death of an employee, the City shall pay the appropriate beneficiary the full amount of the ~~Personal-Time-Off~~ accruals up to the maximum of 960 hours at the rate for the classification in which he or she was working in on the date of death.

Employees converting to the ~~Personal-Time-Off~~ plan who currently have vacation accruals will have those accruals converted to ~~Personal-Time-Off~~ on an hour for hour basis (1:1).

E. Conversion of sick leave accruals. Employees converting to the ~~Personal-Time-Off~~ plan who currently have sick leave accruals must specify one of the following options: (1) placing accruals in a sick leave bank; (2) converting accruals to ~~Personal-Time-Off~~; or (3) a combination thereof, as set forth below.

1. Sick Leave Bank.

a. Accrued sick leave as of the last pay period, after a designated enrollment period, may be placed into a sick leave bank.

b. Use of Sick Leave Bank. An employee may choose to use sick leave from this bank for any reason specified in Sections 1.12.230 and 1.12.232 of the Tacoma Municipal Code, after an absence of more than three consecutive days.

c. Depletion of Sick Leave Bank. Employees do not accrue any additional sick leave after the conversion to the ~~Personal-Time-Off~~ plan. Once the sick leave is used from the sick leave bank, the leave used shall not be replenished.

d. Cash Out of Sick Leave Bank.

(i) Separation from City service due to death or retirement for disability or retirement based on length of service shall be compensated to the extent of 25 percent of an employee's sick leave accrual in his or her sick leave bank at the rate for the classification in which he or she was working in at the date of separation subject to the provisions of Section 1.12.229 of the Tacoma Municipal Code (VEBA).

(ii) Separation in good standing from City Service for any other reason shall be compensated to the extent of 10 percent of an employee's sick leave accruals up to a maximum of 120 days at the rate for the classification in which he or she was working in at the date of separation.

2. Conversion of Sick Leave to ~~Personal-Time-Off~~. An employee who converts to ~~Personal-Time-Off~~ during a designated enrollment period may elect to convert sick leave accruals as of the last pay period after a designated enrollment period to ~~Personal-Time-Off~~ using a ratio of 24 hours of sick leave to 8 hours of ~~Personal-Time-Off~~ (3:1) up to a combined (current vacation accruals and converted sick leave) maximum of 720 hours of ~~Personal-Time-Off~~.

3. Combination. An employee may elect to convert some, but not all, of his or her sick leave to ~~Personal-Time-Off~~. Any sick leave not specifically converted during a designated enrollment period will be placed in a sick leave bank as set forth above.

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REQUEST FOR
[X] ORDINANCE [] RESOLUTION

RECEIVED
Request #: 12028
Ord./Res. #: 27753
2008 OCT 20 PM 4:48

1. DATE: October 20, 2008

CITY CLERK'S OFFICE

2. SPONSORED BY COUNCIL MEMBER(S): N/A (If no sponsor, enter "N/A")
3a. REQUESTING DEPARTMENT/DIVISION/PROGRAM: Human Resources Department
3b. DO PASS FROM GPFC: [X] Yes 10/15/08 MEETING
4a. CONTACT (for questions): Karen Short, PHONE: 591-5424
4b. Person Presenting: Debbie Dahlstrom, PHONE: 591-5443
4c. ATTORNEY: Cheryl Comer, PHONE: 591-5074

5. REQUESTED EFFECTIVE DATE: November 4, 2008

(If a specific council meeting date is required, explain why; i.e., grant application deadline, contract expiration date, required contract execution date, public notice or hearing required, etc.)

6. SUMMARY AGENDA TITLE: (A concise sentence, as it will appear on the Council agenda.)

Amending Chapter 1.12 of the Tacoma Municipal Code to implement a change in how employees are compensated when off work for an extended period due to an injury on the job.

7. BACKGROUND INFORMATION/GENERAL DISCUSSION: (Why is this request necessary? Are there legal requirements? What are the viable alternatives? Who has been involved in the process?)

Per Tacoma Municipal Code Section 1.12.090, the City provides eligible employees injured on the job with a supplement amount for the first 120 working days when combined with worker's compensation time loss payments will equal 85 percent of the employees' normal wage. After 120 working days, the employee must use accrued sick or Personal Time Off leave to continue this supplement at a rate of 4 hours for each additional day the employee is absent, regardless of the amount of the supplement received.

This proposed change to the Tacoma Municipal Code will allow employees a choice to continue or not continue this wage supplement. It also changes the method used to determine the number of hours of sick leave or PTO that are reduced to continue the supplemental payment, to an amount based on the monthly amount of supplement received divided by the employee's hourly wage.

The Government Performance and Finance Committee recommended a "do pass" of the proposed changes on October 15, 2008.

8. LIST ALL MATERIAL AVAILABLE AS BACKUP INFORMATION FOR THE REQUEST AND INDICATE WHERE FILED:

Table with 2 columns: Source Documents/Backup Material, Location of Document. Rows include Draft GPFC minutes of 10/15/2008 and Handouts from GPFC meeting 10/15/2008, both located at City Clerk's Office.

9. FINANCIAL IMPACT: Expenditures are the responsibility of each department for their respective employees.

- A. [X] NO IMPACT (NO FISCAL NOTE)
B. [] YES, OVER \$100,000, Fiscal Note Attached
C. [] YES, UNDER \$100,000, (NO FISCAL NOTE) Provide funding source information below:

FUNDING SOURCE: (Enter amount of funding from each source)

Fund Number & Name: State \$ City \$ Other \$ Total Amount

If an expenditure, is it budgeted? [] Yes [] No Where? Cost Center:

Acct #: 354



TO: Eric Anderson *Eric*,
City Manager

FROM: Joy M. St. Germain, Human Resources Director *Joy M. St. Germain*
Debbie Dahlstrom, Risk Manager *DD*

SUBJECT: Ordinance Disclosure

DATE: October 27, 2008

On the agenda for City Council action on November 4, 2008, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of that ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

The Ordinance amends the following sections:

Section 1.12.090	On-the-job-injury
Section 1.12.230	Sick allowance with pay
Section 1.12.248	Personal Time Off plan

The ordinance language changes have been discussed with and have a "do-pass" recommendation of the Government, Performance and Finance Committee. The changes modify how employees may be compensated when off work for an extended period due to an injury on the job.

The changes will provide the employee an option to either continue or not continue the supplement after the first 120 working days; and reduce the amount of the employee's sick leave or Personal Time Off accruals taken when the supplemental payment is continued after the first 120 working days. Previously, a reduction of one half day of leave for each full day of absence was taken. The new method will be based on the amount of the supplement paid divided by the employee's hourly wage to determine the number of leave hours to reduce.

I would be happy to answer any questions you may have.

Ordinance No. 27753

NOV 4 2008

First Reading of Ordinance: _____

NOV 18 2008

Final Reading of Ordinance: _____

Passed: NOV 18 2008

Roll Call Vote:

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Ms. Anderson	<i>✓</i>			
Mr. Fey	<i>✓</i>			
Ms. Ladenburg	<i>✓</i>			
Mr. Lonergan	<i>✓</i>			
Mr. Manthou	<i>✓</i>			
Ms. Strickland	<i>✓</i>			
Mr. Talbert	<i>✓</i>			
Ms. Walker	<i>✓</i>			
Mayor Baarsma	<i>✓</i>			

MEMBERS	AYES	NAYS	ABSTAIN	ABSENT
Ms. Anderson				
Mr. Fey				
Ms. Ladenburg				
Mr. Lonergan				
Mr. Manthou				
Ms. Strickland				
Mr. Talbert				
Ms. Walker				
Mayor Baarsma				