

RESOLUTION NO. 785

A RESOLUTION AMENDING THE CITY OF STAYTON PERSONNEL MANUAL REGARDING DEFINITION OF A PART-TIME EMPLOYEE

WHEREAS, pursuant to Section 1.2.3 of the City of Stayton Personnel Manual, said Manual may be amended from time to time by resolutions adopted by the Stayton City Council;

WHEREAS, Section 2.7.2 of the Personnel Manual defines a Regular Part-Time employee as one whom regularly works less than forty (40) hours a week;

WHEREAS, Section 2.7.2a of the Personnel Manual provides for certain benefits for Regular Part-Time employees who work 20+ hours per week;

WHEREAS, the Collective Bargaining Agreement between the City of Stayton and American Federation of State, County & Municipal Employees defines a Regular Part-Time employee as one who regularly works less than forty (40) hours per week, and twenty-five (25) or more hours per week, and,

WHEREAS, the Stayton City Council deems it prudent and reasonable to maintain consistency between the two aforementioned documents.

NOW, THEREFORE,

BE IT RESOLVED that the following sections of the City of Stayton Personnel Manual are hereby amended to read as follows:

2.7.2a Benefits for Regular Part-Time Employees (25+ hours per week): The City will provide the following benefits to regular part-time employees who are regularly scheduled to work twenty-five (25) or more hours per week:

- a. Social Security
- b. Workers' Compensation Insurance
- c. Sick Leave
- d. Vacation Leave
- e. Health, vision, and dental insurance, if the employee meets eligibility requirements of the Plan.

Regular part-time employees will earn sick leave and vacation leave proportionate to the minimum number of hours the employee is regularly scheduled to work (e.g., 25 hrs/wk = 5/8 time x 8 hrs sick leave = 5 hours sick leave per month).

The City and regular part-time employees will share insurance premium costs. The City will pay a share of the insurance premium costs proportionate to the number of hours the employee is regularly scheduled to work (e.g., if the employee works 25 hours per week, the City will pay 62.5 percent; 30 hours = 75 percent; 35 hours = 87.5 percent).

No other benefits will be provided to regular part-time employees who are regularly scheduled to work twenty-five (25) or more hours per week.

2.7.2b Benefits for regular part-time employees (one to twenty-four hours per week): the City will provide the following benefits to regular part-time employees who are regularly scheduled to work less than twenty-five (25) hours per week:

- a. Social Security
- b. Workers' Compensation Insurance

No other benefits will be provided to regular part-time employees who are regularly scheduled to work less than twenty-five (25) hours per week.

6.3.2 Part-time employees working twenty-five (25) or more hours per week will earn sick leave at a rate proportionate to the minimum number of hours the employee is normally scheduled to work.

This Resolution shall become effective upon its adoption by the Stayton City Council.

ADOPTED BY THE STAYTON CITY COUNCIL this 4th day of December, 2006.

CITY OF STAYTON

Signed: 12/06, 2006

By:

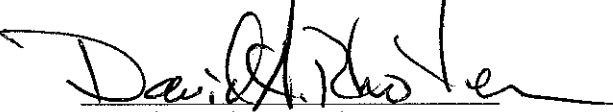

Gerry Aboud, Mayor

Signed: 12/7, 2006

ATTEST:


Chris Childs, City Administrator

APPROVED AS TO FORM:


David A. Rhoten, City Attorney