

**CITY OF SAMMAMISH
WASHINGTON
RESOLUTION NO. R2010-432**

**A RESOLUTION OF THE CITY OF SAMMAMISH,
WASHINGTON, AMENDING SUBSECTION 1.3 OF CITY
PERSONNEL POLICY 018.01.12 REGARDING
EXTENSION OF BENEFITS DURING LEAVES OF
ABSENCE**

WHEREAS, City personnel policy Number 018.01.12 authorizes the City Manager to grant leaves of absence for up to three months, without pay, for an absence of work not otherwise covered by City leave policies or when an employee's leave balances are exhausted; and

WHEREAS, said policy provides that, during any unpaid leave of thirty days or more, an employee may keep health, life, and dental insurance in effect by paying the premium amount to the City in advance; and

WHEREAS, City personnel policy does not provide employees any other options to retain benefits while on unpaid leave; and

WHEREAS, the City Council desires to provide employees with benefits during periods of unpaid leave in appropriate circumstances;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF SAMMAMISH,
WASHINGTON, DOES RESOLVE AS FOLLOWS:**

Section 1. Subsection 1.3 of Personnel Policy 018.01.12 is hereby amended as follows:

1.3 During any unpaid leave of thirty (30) days or more, an employee may keep health, life, and dental insurance in effect by paying the premium amount to the City in advance.

1.3.1 (a) Employees, during any unpaid leave of thirty (30) days or more, upon exhaustion of all leave balances, may request continuation of City paid health, life, and/or dental insurance benefits by notifying the Director of Administrative Services. The Director shall investigate the request and forward a recommendation to the City Manager to grant, grant with modifications, or deny such request.

(b) The City Manager shall review the recommendation and may accept it as proposed, accept the recommendation with modifications, or reject the recommendation. Provided, any extension of benefits granted shall be made only upon a finding of good cause shown; and the extension of any benefit shall not exceed a period of six (6) months. In the absence of good cause shown, the City Manager shall deny the request.

**PASSED BY THE CITY COUNCIL AT A REGULAR MEETING THEREOF ON
THE 19th DAY OF OCTOBER 2010.**

CITY OF SAMMAMISH



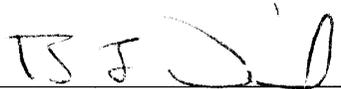
Mayor Donald J. Gerend

ATTEST/AUTHENTICATED:



Melonie Anderson, City Clerk

Approved as to form:



Bruce L. Disend, City Attorney

Filed with the City Clerk: October 19, 2010
Passed by the City Council: October 19, 2010
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