

**CITY OF SAMMAMISH
WASHINGTON
RESOLUTION NO. R2010-434**

**A RESOLUTION OF THE CITY OF SAMMAMISH, WASHINGTON,
MODIFYING THE PROCEDURE FOR ENACTING CHANGES TO
THE PERSONNEL POLICIES, ELIMINATING THE 2%
EMPLOYEE RETENTION BONUS, AND ESTABLISHING A NEW
SECTION PROVIDING FOR SEVERANCE COMPENSATION UPON
EMPLOYEE LAY OFFS.**

WHEREAS, the current practice is to have all changes to City personnel policies approved by the City Council; and

WHEREAS, the City Council wishes to allow for greater flexibility and efficiency, when administrative policies are adopted, by granting the City Manager authority to modify such policies; and

WHEREAS, the City Council wishes to eliminate the 2% employee retention bonus currently provided for by City policy; and

WHEREAS, the City Council wishes to provide a severance package for employees subject to layoff;

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

Section 1. The following personnel policies, adopted by Resolution No. R2000-43, are amended as follows:

Section 1.2 IMPLEMENTING/CHANGING THE POLICIES/PROCEDURES. The City Council, by ordinance, may enact changes to the Personnel Policies. As the need arises, the City Manager may develop, implement and/or modify Personnel Procedures and Administrative Procedures. Personnel Policies and Procedures may be repealed, modified, or amended by the City Manager; provided that changes in employee benefits must be approved by the City Council.

Section 5.7. COMPENSATION UPON TERMINATION. The following language shall be added to section 5.7:

At the City Manager's discretion, employees laid off due to lack of work, budgetary restrictions, reorganization or other business reasons may receive the following additional compensation upon their termination of employment:

1. The City may pay the employee's COBRA premiums to retain health insurance coverage for up to six months. To maintain the tax free status of health insurance premiums, payments will be made directly to the City's COBRA insurance provider.

2. Employees may receive severance pay equal to two weeks of salary for every 12 months of employment with the City. Example: an employee with 30 months employment may receive 5 weeks of severance pay; 2 weeks for the first 12 months, 2 weeks for the second 12 months, and 1 week for the final 6 months. Partial months of employment will not be included in the calculation.

Section 7.1 RETIREMENT BENEFITS. Paragraphs two and three, authorizing a 2% retention bonus are deleted.

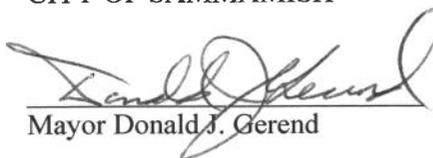
Section 7.4 CONTINUATION OF INSURANCE COVERAGE The following language shall be added to section 7.4:

At the City Manager's discretion, the City may pay the COBRA premiums for employees who have been laid off as provided for in Section 5.7.

Section 2. This resolution is not intended to repeal or otherwise alter any other personnel policies adopted to date, and all such policies shall remain in full force and effect;

PASSED BY THE CITY COUNCIL AT A REGULAR MEETING THEREOF ON THE 2ND DAY OF NOVEMBER, 2010

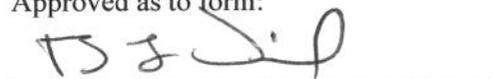
CITY OF SAMMAMISH


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 29, 2010
Passed by the City Council: November 2, 2010
Resolution No. R2010-344