

RESOLUTION NO. 1340

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DAYTON, WASHINGTON, AMENDING THE CITY OF DAYTON PERSONNEL POLICIES AND PROCEDURES MANUAL, SECTION 6.12, SICK LEAVE, TO ALIGN WITH THE STATE'S PAID SICK LEAVE LAW THAT TOOK EFFECT ON JANUARY 1, 2018

WHEREAS, in November 2016, Washington State voters authorized Initiative 1433, relating to fair labor standards to and changing statewide employment standards by adding paid sick leave; and,

WHEREAS, effective January 1, 2018, Chapter 49.46 RCW required employers to grant paid sick leave accruals to all employees; and

WHEREAS, the City of Dayton Personnel Policies and Procedures Manual must be updated to comply with the changes in law; and

WHEREAS, the City Council constitutes the legislative authority of the City of Dayton and deems this to be in the best interest of the city.

NOW, THEREFORE, the City Council of the City of Dayton does hereby resolve as follows:

Section 1. Section 6.12 of the City of Dayton Personnel Policies and Procedures Manual is hereby amended to read as follows:

6.12 SICK LEAVE

Definitions. For the purpose of this Chapter the following definitions apply:

1. "Family member" means any of the following:
 - a) A child, including a biological, adopted, or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status;
 - b) A biological, adoptive, de facto or foster parent, step-parent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child;
 - c) A spouse;
 - d) A registered domestic partner;
 - e) A grandparent;
 - f) A grandchild; or
 - g) A sibling.
2. "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves (a) inpatient care in a hospital, hospice, or residential medical care facility; or (b) continuing treatment by a health care provider;

Exclusively for employees hired after January 1, 2004, upon retirement or death of a City employee after five years of service with the City, the employee shall be eligible to be paid twenty-five percent of all accrued sick leave, not to exceed 45 days.

Section 2. Except as amended herein, all other provisions of the City of Dayton Policies and Procedures Manual shall remain unchanged.

Section 3. Effective Date. This Resolution shall be effective and in full force immediately upon passage.

Adopted by the City Council of the City of Dayton on this 9TH day of May, 2018.

City of Dayton



By: Craig George, Mayor

Attest:



Trina Cole, City Clerk-Treasurer

Approved as to form:



Quinn Plant, City Attorney