

ORDINANCE NO. 2805

AN ORDINANCE amending Section 2.68.020 of the Camas Municipal Code by amending the provisions for employee vacations, amending Section 2.68.030 of the Camas Municipal Code by revising the sick leave benefits for employees, amending Section 2.68.040 of the Camas Municipal Code by revising the provisions relating to employees serving jury duty or other civic responsibilities, adding a new section to Chapter 2.68 setting forth holiday benefits for City employees, and adding a new section to Chapter 2.68 of the Camas Municipal Code for bereavement leave.

THE COUNCIL OF THE CITY OF CAMAS DO ORDAIN AS FOLLOWS:

Section I

Section 2.68.020 of the Camas Municipal Code is amended to provide as follows:

**2.68.020 Vacations:**

a) The rate of accrual for vacation days, the maximum days of vacation that may be accrued, the disposition of accrued vacation benefits upon termination of employment, and all other matters relating to vacation benefits for employees who are members of bargaining units shall be as provided in the collective bargaining agreement between the Employee's Union and the City.

b) The rate of accrual for vacation days, the maximum days of vacation that may be accrued, the disposition of accrued vacation benefits upon termination of employment, and all other matters relating to vacation benefits for employees who are not members of bargaining units shall be as provided for in the Non-Represented Employees Handbook and as adopted by resolution of the City Council.

Section II

Section 2.68.020 of the Camas Municipal Code is amended to provide as follows:

**2.68.030 Sick Leave:**

a) The rate of accrual for sick leave days, the maximum days of sick leave days that may be accrued, the disposition of sick leave benefits upon termination of employment, and the conversion of sick leave to vacation benefits for employees who are members of bargaining units shall be as provided in the collective bargaining agreement between the Employee's Union and the City.

b) The rate of accrual for sick leave days, the maximum days of sick leave days that may be accrued, the disposition of sick leave benefits upon termination of employment, and the conversion of sick leave to vacation benefits for employees who are not members of bargaining units shall as provided for in the Non-Represented Employees Handbook and as adopted by resolution of the City Council.

c) When any employee is receiving State Industrial Insurance due to injury while in the employment of the City, the employees shall receive for a period of ninety (90) days such portion of his salary or wages which, when added to the industrial insurance payment, shall equal an aggregate of one hundred (100%) percent of the employees monthly salary or wage computed at an eight (8) hour day and forty (40) hour week. Such payment may be extended for an additional ninety (90) days subject to approval of the City Council. An employee receiving pay and subject to leave under the provisions of this subsection shall not

be considered as receiving sick leave with pay.

d) Any employee who requests sick leave with pay while receiving industrial insurance shall be entitled to take such leave for the period of time accumulated with pay, provided, there is deducted from the pay the amount received from the industrial insurance by the employee during such period.

e) A sickness or disability shall be reported to the department head or immediate supervisor prior to the time for commencement of the employee's workday or as soon thereafter is practicable. The employee may be required to provide proof of illness. Any employee who utilizes more than three (3) separate one (1) day annual sick leave periods on a workday either immediately prior to or immediately following their normal weekend or weekly days off or holidays, may be required to provide a doctor's certificate for every subsequent sick day taken during the remainder of that year.

f) If an employee who is not a member of a bargaining unit has used less than eight (8) hours sick leave during the previous twelve (12) consecutive calendar months, the employee shall have the option of receiving an additional eight (8) hours of vacation added to their accrued vacation.

### Section III

Section 2.68.040 of the Camas Municipal Code is amended to provide as follows:

#### **2.68.040 Civil Leave:**

a) Benefits for employees who are members of collective bargaining units who are summoned to serve on jury duty shall receive such benefits as are provided for in the Collective Bargaining Agreement between the Employee's Bargaining Unit and the City.

b) Benefits for employees who are not members of collective bargaining units who are summoned to serve on jury duty shall receive such benefits as provided for in the Employee's Handbook for Non-Represented Employees and as adopted by resolution of the City Council.

### Section IV

There is hereby added to Chapter 2.68 of the Camas Municipal Code a new section to provide as follows:

#### **268.045 Legal Holidays:**

a) Employees who are members of collective bargaining units shall be entitled to receive holiday pay benefits as provided for in the Collective Bargaining Agreement between the Employee's Bargaining Unit and the City.

b) Employees who are not members of a collective bargaining unit shall be entitled to receive holiday pay benefits as provided for in the Employee's Handbook for Non-Represented Employees and as adopted by resolution of the City Council.

### Section V

There is hereby added to Chapter 2.68 of the Camas Municipal Code a new section to provide as follows:

#### **2.68.055 Bereavement Leave:**

a) Bereavement leave for employees who are members of a collective

bargaining unit shall be as provided in the Collective Bargaining Agreement between the Employee's Union and the City.

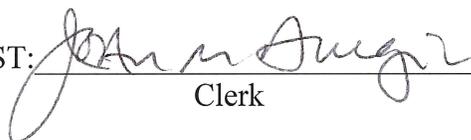
b) Bereavement leave for employees who are not members of collective bargaining units shall be as provided in the Employee Handbook for Non-Represented Employees and as adopted by resolution of the City Council.

Section VI

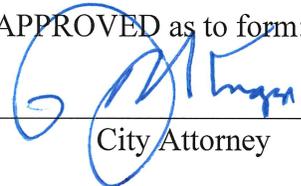
This ordinance shall take force and be in effect five (5) days from and after its publication according to law.

PASSED by the Council and APPROVED by the Mayor this <sup>22<sup>ND</sup></sup> day of January, 2008.

.SIGNED:   
Mayor

ATTEST:   
Clerk

APPROVED as to form:

  
City Attorney