

CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO. 6902

AN ORDINANCE amending Section 3.79.040 of the Bellevue City Code to authorize the City Manager to approve additional nominal benefits for partially benefited employees when consistent with good personnel practices and so long as sufficient appropriations exist within the current budget to pay the full cost of the benefits, and to delete the “temporary employee” definition.

WHEREAS, partially benefited positions are at-will positions created by the City Manager or designee that are only eligible to receive either PERS or MEBA II benefits and no other benefits except as required by law; and

WHEREAS, the ability to attract and retain employees to work in partially benefited positions is critical to the City of Bellevue’s operations and ability to provide services to the public; and

WHEREAS, amending the Bellevue City Code to authorize the City Manager or designee to approve additional nominal benefits for employees in partially benefited positions when consistent with good personnel practices and within existing budget limits will make Bellevue a more competitive employer and is in the best interests of the City; and

WHEREAS, the City Council previously directed the “temporary employee” definition in the Bellevue City Code be sunset and no longer applicable after December 31, 2014; and

WHEREAS, the City Council desires to amend Section 3.79.040 of the Bellevue City Code to authorize the City Manager or designee to approve additional nominal benefits for partially benefited employees when consistent with good personnel practices and so long as sufficient appropriations exist within the current budget to pay the full cost of the benefits, and delete the “temporary employee” definition; now, therefore,

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. Subsection 3.79.040(FF) is amended to read as follows:

“Partially benefited employee” means any employee other than a fully benefited employee. “Partially benefited employee” includes those employees who are appointed to serve in part-time, seasonal and variable employment positions and such other positions as from time to time the city council may designate as partially benefited positions. A partially benefited employee shall accrue no city benefits except as expressly provided herein, even if they work as a partially benefited employee in excess of any applicable limitations set forth in this code except as required by law.

Section 2. Subsection 3.79.040(GG) is amended to read as follows:

“Partially benefited positions” are all positions that are not fully benefited. Partially benefited positions are at-will positions for which the employee is only eligible to receive either PERS benefits or MEBA II benefits and no other city benefits, except as required by law or approved by the city manager or designee. The city manager or designee may approve additional nominal benefits for partially benefited positions when consistent with good personnel practices and so long as sufficient appropriations exist within the current budget to pay the full cost of the benefits. “Partially benefited positions” include part-time, seasonal and variable employment positions. Partially benefited positions are not regular status positions and do not increase the number of city council created and budgeted full-time equivalent positions, or any portion thereof. The city manager or designee shall adopt procedures to implement the provisions and limitations of this subsection. The city manager or designee is authorized to create partially benefited positions consistent with this subsection and so long as sufficient appropriations exist within the current budget to pay the full cost of the position. The city manager or designee shall have the authority to set the salary of the position consistent with good personnel practices and the city’s compensation policy. The city manager or designee shall adopt procedures to implement the provisions and limitations of this subsection.

Section 3. Subsection 3.79.040(YY) is deleted from the Bellevue City Code.

Section 4. This Ordinance shall take effect and be in force five (5) days after its passage and legal publication.

Passed by the City Council this _____ day of _____, 2026 and signed in authentication of its passage this _____ day of _____, 2026.

(SEAL)

Mo Malakoutian, Mayor

Approved as to form:
Trisna Tanus, City Attorney

Kathleen Kline, Assistant City Attorney

Attest:

Charmaine Arredondo, City Clerk

Published _____