

CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO. 6893

AN ORDINANCE amending Section 3.79.130(G)(4)(e) of the Bellevue City Code to increase the percentages of sick leave accruals employees may cash out upon retirement or separation and provide that the payment will be deposited into the employee's health reimbursement arrangement account.

WHEREAS, the City of Bellevue's core values of exceptional public service, stewardship, commitment to employees, integrity, innovation, and diversity, equity and inclusion guide compensation decisions; and

WHEREAS, Bellevue's total compensation package reflects these core values and objectives by attracting, engaging, and retaining a high-performing, diverse workforce; and

WHEREAS, to ensure that the compensation system remains competitive and effective at attracting, engaging, and retaining a high-performing and diverse workforce, the percentages of accrued sick leave employees can cash out upon retirement or separation should be increased and should be deposited into health reimbursement arrangement accounts employees can use for medical expenses; and

WHEREAS, the City Council desires to amend Section 3.79.130(G)(4)(e) of the Bellevue City Code authorizing payment for sick leave accruals at time of retirement or separation with 20 or more years of service with the City to increase the percentages of accrued sick leave employees may cash out and provide that the payment will be deposited into health reimbursement arrangement accounts; now, therefore,

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

Section 1. Section 3.79.130(G)(4)(e) of the Bellevue City Code is hereby amended to read as follows:

Payment for Sick Leave Accruals at Time of Retirement. Upon retirement or separation of service with 20 or more years of employment with the city, a regular status employee is eligible to receive a deposit into the employee's Voluntary Employees' Beneficiary Association (VEBA) health reimbursement arrangement (HRA) account, equal to 20 percent of their current total unused sick leave hours up to a maximum of 288 hours (i.e., 20 percent of 1,440), multiplied by the employee's current base hourly rate. Employees who have been enrolled in either the Premera Choice plan, the Kaiser Permanente

HMO plan, or who have waived city-provided coverage for a minimum of three years preceding their separation or retirement date will be eligible to receive an additional five percent of their accrued but unused sick leave, up to a combined maximum of 360 hours (i.e., 25 percent of 1,440), multiplied by the employee's current base hourly rate.

Section 2. 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 _____, 2025 and signed in authentication of its passage this _____ day of _____, 2025.

(SEAL)

Lynne Robinson, Mayor

Approved as to form:
Trisna Tanus, City Attorney

Kathleen Kline, Assistant City Attorney

Attest:

Charmaine Arredondo, City Clerk

Published _____