

CITY COUNCIL AGENDA TOPIC

Ordinance amending Chapter 3.79 of the Bellevue City Code to extend the maximum term for a limited term position from three years to five where required by the project or specific need for which the position was created and in the best interests of the City; and establishing an effective date.

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Human Resources Department

EXECUTIVE SUMMARY**ACTION**

This Ordinance will amend the definition of “limited term employee” in Chapter 3.79 of the Bellevue City Code to allow such positions to be extended for an additional two years, or to be created for a total of five years rather than three, if such an extension or term is required by the project or specific need for which the position was created and would be in the best interest of the City. The current three-year limit does not address certain situations where larger projects or needs continue beyond three years.

RECOMMENDATION

Move to adopt Ordinance No. 6806

BACKGROUND/ANALYSIS

Limited term positions are created by the city manager or their designee for a specific project and with a specific ending date. The position exists as long as the project or specific need for which it was created, up to a maximum of three years, and can only be used where the work reasonably cannot be performed using existing regular status employees. The City created a fixed term employment classification in 1999 to give managers more flexibility in addressing temporary periods of high workload. Limited term positions can also be used during long-term absences of regular status employees or to perform work requiring specialized skills. Council amended the classification definition in 2000 to change the title from “fixed term employee” to “limited term employee” and add benefits to the position to enhance the City’s ability to remain a competitive employer.

Currently, the City Code does not permit limited term positions to last longer than three years, however, there are certain larger projects or needs that continue beyond that time. Not being able to extend a limited term position beyond three years impacts the City’s ability to maintain consistency and manage these projects efficiently. Accordingly, staff are proposing an amendment that would allow limited term positions to be extended for an additional two years, for a total of five years, or to create these positions for a total of five years, with the approval of the City Manager and Human Resources Director where such an extension or term is required by the project or specific need for which the position was created and would be in the best interests of the City.

POLICY & FISCAL IMPACTS

Policy Impact

This proposed code change supports the City Council vision for high performance government by giving city leadership greater flexibility in meeting the needs of a growing and diverse community and providing responsive and efficient customer service to residents and businesses while maintaining the City's long-term financial sustainability.

Fiscal Impact

Limited term positions may only be created where sufficient appropriations exist within the current operating budget to pay the cost of the positions. All limited term positions are fully funded from departments' existing General Fund or other dedicated budgets, or from savings from vacant positions.

OPTIONS

1. Adopt the Ordinance amending Chapter 3.79 of the Bellevue City Code to extend the maximum term for a limited term position from three years to five where required by the project or specific need for which the position was created and in the best interests of the City; and establishing an effective date.
2. Do not adopt the Ordinance and provide alternative direction to staff.

ATTACHMENTS

A. Proposed Amendment
Proposed Ordinance No. 6806

AVAILABLE IN COUNCIL LIBRARY

N/A