

**RESOLUTION NO. 27**

**A RESOLUTION OF THE CITY OF UNIVERSITY PLACE,  
WASHINGTON, ADOPTING AN EMPLOYEE BENEFITS' PLAN.**

WHEREAS, the City of University Place has employees who render valuable services;  
and

WHEREAS, the City Council wishes to set forth an employees' benefits plan for City employees;

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF  
UNIVERSITY PLACE, WASHINGTON, AS FOLLOWS:**

Section 1. Vacation Schedule. The City Council hereby authorizes paid vacation for regular, full-time employees, or pro rata for regular part-time employees, according to the following schedule:

<u>Years of Service</u>	<u>Vacation Days Accrued/Year</u>
1 - 4	12
5 - 9	15
10 - 14	18
15 - 19	21
20+	23

Although employees will accrue vacation days during their first six months of employment, they will not be eligible to use accrued vacation until they have passed a six-month probationary period. An employee cannot accrue over 23 days of vacation without then losing additional vacation leave hours earned. 100% of accrued vacation leave will be paid in cash at the time of separation of City service.

At the discretion of the City Manager, an employee's years of service for vacation accrual purposes may be calculated based on previous relevant service (up to 50% credit may be given for related career service).

The maximum annual vacation accrual based on years of service and benefit allowance purchases may not exceed 23 days per year.

Section 2. Sick Leave. Regular employees, or pro rata for regular part-time employees, will accrue eight (8) hours per month of sick leave, beginning with their first full month of employment, available for use as it is accrued.

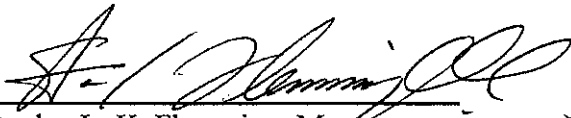
Section 3. Holiday Schedule. The City observes the following paid holidays:

New Years' Day  
Martin Luther King Jr.'s Birthday  
President's Day  
Memorial Day  
Independence Day  
Labor Day  
Veteran's Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day  
Two Floating Holidays

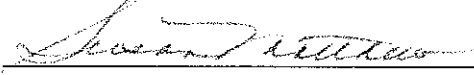
January 1, 1994  
Third Monday in January  
Third Monday in February  
Last Monday in May  
July 4  
First Monday in September  
November 11  
Fourth Thursday in November  
Day after Thanksgiving  
December 25  
As Scheduled by Employee

Section 5. Effective Date. This Resolution will take effect on the official date of incorporation.

**ADOPTED BY THE CITY COUNCIL ON JULY 10, 1995.**

  
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Stanley L. K. Flemming, Mayor

Attest:

  
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Susan Matthew, Interim City Clerk