

CHAPTER 2.64

CITY EMPLOYEES - PERSONNEL PROVISIONS

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2.64.010: Conditions of Employment - City Manager to Prescribe: The terms and conditions of employment, codes of conduct, and benefits for all City employees shall be established by the City Manager. He may establish rules for the employment and termination of employees, specify the working hours and condition for overtime, provide for vacations, sick leave, leave without pay, absences, holidays, and specify any other benefit which may attach to City employment. (Ord. 2361 Sec. 3 (part), 1979)

2.64.020: Conditions and Benefits - When Effective: The terms, conditions and other rules established by the City Manager with respect to City employment may be changed from time-to-time. Any monetary benefits conferred by the Manager shall not be effective unless approved by the City Council in the budget. (Ord. 2361 Sec. 3 (part), 1979)

2.64.030: Employee Expenses: All officers and employees, including members of the City Council, may request reimbursement for proper expenditures made in the course of official City business. (Ord. 2361 Sec. 3 (part), 1979)

2.64.040: Contract Employees: All employees under contract or subject to collective bargaining agreement with the City shall be subject to the terms and conditions of this Chapter, as well as any rule or regulation issued by the City Manager which is not inconsistent with the employee's contract or collective bargaining agreement. Any benefits provided by rules and regulations of the City Manager shall not apply to contract employees unless expressly provided in their contract. (Ord. 2361 Sec. 3 (part), 1979)

2.64.050: Employee Grievances: The City Manager shall adopt such rules and regulations as he deems advisable for the purpose of settling, arbitrating, or otherwise resolving employee grievances. (Ord. 2738 Sec. 1, 1983)

2.64.100: Old Age and Survivor's Insurance: All City employees shall be covered by the provisions of the Federal Social Security Act as provided by RCW 41.48 and Ordinance No. 655. (Ord. 2361 Sec. 3 (part), 1979; Ord. 655 Sec. 1 and 2, 1951)

2.64.110: City Employees' Retirement: All City employees shall be covered by the Statewide City Employees' Retirement System Law, RCW 41.44, as provided in Ordinance No. 1281. (Ord. 2361 Sec. 3 (part), 1979; Ord. 1527 Sec. 13, 1970; Ord. 1281 Sec. 1-6, 1964)

2.64.200: Suits Against Officers and Employees: It is found and declared that:

(1) City officials, employees and volunteers throughout the state are being sued in their individual capacities because of various matters connected with the performance of their official duties as officers and employees;

(2) As a part of the contract of employment for each City official, employee, and volunteer, the City should pay all costs of suits against all such officers, employees and volunteers for their acts or omissions while performing, or in good faith purporting to perform, their official duties;

(3) The above policy is adopted for the purpose of securing and promoting the public welfare of the City, and each defendant shall be defended by the City Attorney, or such other attorney as the City may provide, but private counsel may be employed at the option of the defendant. (Ord. 2912 Sec. 1 (part), 1985; Ord. 2362 Sec. 6B, 1979; Ord. 1411 Sec. 1, 1968)

2.64.210: City Attorney's Authority: It is lawful for the City Attorney to conduct investigations and incur court and other costs in the defense of all of such defendants, as well as to arrange for employment of additional attorneys when needed, in the discretion of the City Attorney. (Ord. 2362 Sec. 6C, 1979; Ord. 1411 Sec. 2, 1968)

2.64.220: Liability Insurance: The City shall provide each employee, officer and volunteer, including members of the City Council, legal assistance, and shall procure on his behalf a policy of liability insurance protecting each against claims or suits for injury or damages sustained due to negligence, errors, omissions or wrongful acts. (Ord. 2912 Sec. 1 (part), 1985; Ord. 2362 Sec. 6A, 1979; Ord. 2037 Sec. 2, 1967)

2.64.230: Indemnification: The City of Kennewick will hold harmless and indemnify its officers, employees and volunteers, including members of the City Council, from all claims against them arising out of or connected with the performance of their official duties. Nor shall the City make any claim against such officer or employee if the action taken was in good faith. (Ord. 2912 Sec. 1 (part), 1985; Ord. 2361 Sec. 3 (part), 1979)