

RESOLUTION 1906

RESOLUTION AMENDING THE CITY OF WEST BRANCH SICK LEAVE POLICY

WHEREAS, the City of West Branch, Iowa has considered to improve its benefits and insurance for its employees; and

WHEREAS, the City is reviewing the insurance proposals for group short term and long term disability, including group term life and AD&D insurance; and,

WHEREAS, before the City Council moves forward with implementing its new benefits; the City would like to weigh options as to a restructured sick leave policy; and

WHEREAS, the City surveyed 32 benchmarked communities to develop policy options for its sick leave policy; and

WHEREAS, the City Council has considered several options and concluded on the following option:

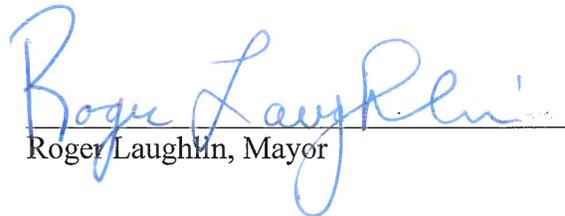
1. Accrue sick leave at the current rate 3.69 a pay period (96 hours / 12 days) with a maximum to be capped at 560 hours. There will no-longer be an annual payout benefit. Payouts will only occur for employee who reach retirement (as recognized by the Iowa Public Employees Retirement System). Payouts would occur at the city's current committed rates of 25% or for 50% based on the employee start date. Upon retirement employees hired before January 1, 2009 will be paid at 50% of the accumulated sick leave based on the employee's current hour based salary. Employees hired after January 1, 2009 shall receive 25% of the accumulated sick leave based on the employee's current hourly salary. For new employees hired after August 1, 2020 there will be no sick leave payout at retirement.

WHEREAS, it is now necessary to ratify the option that the majority of the City Council supports; and

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of West Branch, Iowa, hereby approved the aforementioned option as the new sick leave policy for the City of West Branch, and that the employee handbook for the City of West Branch be amended to reflect the aforementioned mentioned option to be set forth as policy.

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Passed and approved this 22nd day of June, 2020.


Roger Laughlin, Mayor

ATTEST:


Redmond Jones II, City Administrator/Clerk